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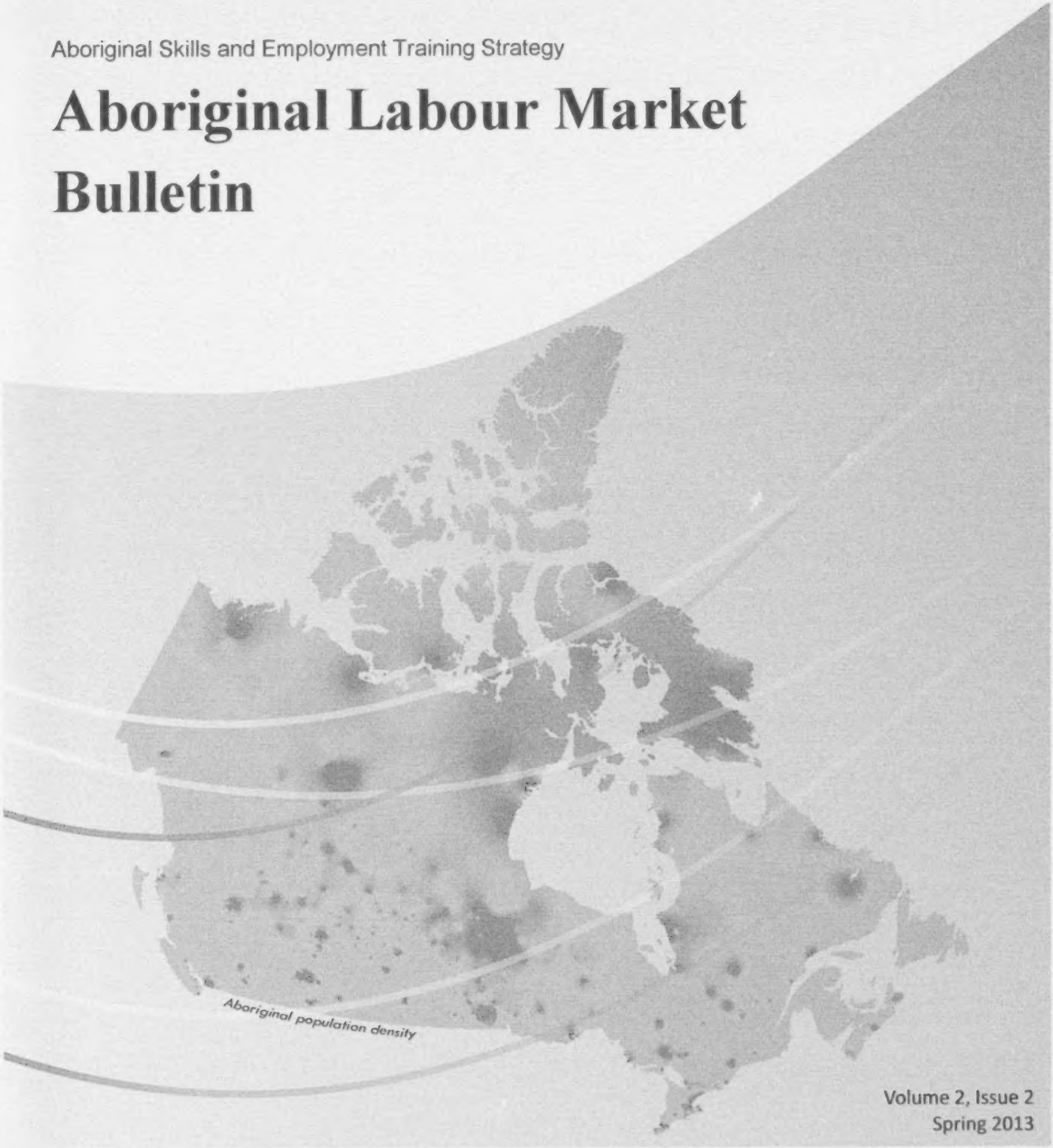
Aboriginal Skills and Employment Training Strategy

Aboriginal Labour Market Bulletin



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Aboriginal Labour Market Bulletin

Volume 2, Issue 2 (Spring 2013)

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The Aboriginal population density map was prepared by HRSDC Geomatics Services using data from Census 2006.

Darker shading indicates a higher share of Aboriginal people in the local population; grey regions have limited data.

Preface

The *Aboriginal Labour Market Bulletin* (ALMB) serves as a tool to share up-to-date labour market information with Aboriginal Skills and Employment Training Strategy (ASETS) agreement holders across Canada. The ALMB can help ASETS agreement holders identify emerging opportunities for First Nations, Inuit, and Métis people, better linking training to labour market demand. In each issue, the bulletin will examine—with an Aboriginal focus—general economic conditions, labour market and demographic trends, and current and potential employment opportunities at the national and regional levels.

The **Aboriginal Skills and Employment Training Strategy** is a Government of Canada program designed to help Aboriginal people prepare for, find, and maintain jobs.

Through ASETS, Aboriginal organizations design and deliver employment programs and services best-suited to meet the unique needs of their communities.

With 84 agreement holders and more than 600 points of service, ASETS ensures that Aboriginal people in Canada are able to access skills development and training in order to take advantage of economic development opportunities.

This issue contains an overview of Canada's recent economic performance and labour market situation, as well as a feature article on the oil & gas sector. Successful partnerships and lessons learned are also showcased along with useful resources. As one of the pillars of ASETS, partnerships can be a valuable tool for achieving sustainable employment outcomes for Aboriginal clients.

The ALMB is produced by a team of analysts and managers at Human Resources and Skills Development Canada (HRSDC). The bulletin's content draws on Statistics Canada's Labour Force Survey and other publicly available resources. Partnership information was obtained from publicly available resources, as well as agreement holders themselves.

How can Agreement Holders contribute?

We encourage agreement holders to share their stories of promising practices and lessons learned as potential contributions to future issues of the bulletin. We also invite all readers to share feedback on how we can improve this publication, including suggested topics of interest. For comments and contributions, please contact us at *NC-ALMB-BMTA-GD@hrsdc-rhdcc.gc.ca*.

Disclaimer

The Aboriginal Labour Market Bulletin is prepared for informational purposes only. Every effort has been made to present facts in an impartial manner. The inclusion or exclusion of particular facts should not be seen as reflective of the views, opinions, or positions of Human Resources and Skills Development Canada or the Government of Canada. The information contained in the bulletin is drawn in part from secondary sources that have no connection to HRSDC or the Government of Canada. HRSDC or the Government of Canada are in no way responsible for any errors or omissions in the secondary sources, and any opinions expressed therein are solely those of the author/organization and are in no way to be attributed to HRSDC or the Government of Canada.

In this issue...

Aboriginal peoples and the labour market

- Canada saw **employment gains** in 10 of the 12 months in 2012, furthering labour market recovery with upward of 200,000 jobs added. (p6)
  - The unemployment rate declined 0.5 percentage points to 7.0% between January 2012 and January 2013.
- **Skill shortages and mismatches** have been identified as significant challenges to Canada and its economic competitiveness. (p6)
  - Skills mismatches may contribute to a rise in long-term unemployment and have the potential to limit potential labour market and economic growth.
  - Budget 2013 introduces a number of investments and programs intended to help Aboriginal peoples obtain the skills and training they need. (p10)

> One-fifth of the Canadian labour market is currently showing signs of skilled labour shortage... Meanwhile, there is a sizeable segment of the market that is in a surplus supply position. (CIBC 2012)

- **Labour market outcomes** for the Aboriginal population have remained **steady**: (p8)
  - Between January 2012 and January 2013, the unemployment rate among Aboriginal people remained virtually unchanged while employment and participation rates grew slightly by 1.1 percentage points each.

Employment opportunities and economic developments

- **Skilled labour shortages** in the **oil & gas sector** can be alleviated by greater skills development and participation in training. (p30)
  - The oil & gas sector has marked an overall increase of 70% in employed workers and 50% in wage rates between 2001 and 2011.
  - Aboriginal people have maintained a relatively stable employment proportion in the mining and gas extraction industry: 5% between 2007 and 2012.

> There is a heightened need for workers of all levels in the oil & gas sector.

- Strong **communities and economies** depend upon **partnerships** of Aboriginal organizations with businesses and employers. (p34)
  - The Aboriginal Skills and Employment Partnership (ASEP) program, which ran from 2003 to 2012, yielded a number of valuable best practices, lessons learned, and results.

Canada's economic portrait

The broad picture

The labour market in Canada continued to see improvement through 2012, with upwards of 200,000 jobs added. In fact, there were increases in employment in 10 of the 12 months and job growth generally exceeded overall growth in the economy. Nonetheless, the economic outlook was frequently downgraded throughout 2012 and economic activity is forecasted as somewhat restrained over the next few years.

According to the 2013 Economic Action Plan, the economy is expected to grow by 1.6% in 2013. External factors, however, are not conducive to robust economic growth. Economic expansion in the United States has been slow, although full-time jobs are returning and the energy sector has been surging. There is still ongoing uncertainty in global financial markets, particularly in the Eurozone. In 2012, weaker business investments and exports contributed to a greater slowdown in Canada's economy. These factors, along with consumption, are expected to rebound in 2013-14, although competitive challenges resulting from a high Canadian dollar, as well as further declines in residential investment are anticipated.

Overall, the Bank of Canada forecasts that the economy will reach full capacity (i.e., using all available resources and capacity, such as employment, in the most efficient way possible) in the second half of 2014.

"People without jobs and jobs without people"

> *"One-fifth of the Canadian labour market is currently showing signs of skilled labour shortage. ... Skills shortage is not the only problem facing the labour market. At the other end of the spectrum, there is a sizable segment of the market that is in a surplus supply position."*
>
> Source: CIBC (2012)

Skills—particularly shortages and 'mismatches'—are a current hot topic in the labour market and a major socio-economic challenge. In fact, the Canadian Chamber of Commerce identifies skills shortages and a lack of skilled labour as the number one barrier to competitiveness in Canada. Prime Minister Stephen Harper further recognizes these issues as the biggest challenge our country faces.

A recent report from CIBC (2012) points to a growing divide between 'have' and 'have not' occupations. This corresponds to a divergent labour market trend: jobs going unfilled because employers cannot find workers with the 'right' skills (*jobs without people*) and an increase in the number of Canadians looking for work (*people without jobs*) as opportunities in certain occupations disappear. This mismatch may contribute to a rise in long-term unemployment and CIBC argues that it may be large enough to limit the growth potential of the labour market and the economy as a whole.

There are different ways of assessing which occupations are 'in demand' and CIBC offers a methodology based on changes in wages and unemployment rates. The report provides a list of occupations in Canada demonstrating signs of shortages and surplus:

Select occupations showing signs of skills shortages

- Managers in engineering, architecture, science & info systems; health, education, social & community services; and construction & transportation
- Auditors, accountants and investment professionals
- Engineers
- Professional occupations in health, including, physicians, dentists & veterinarians; optometrists, chiropractors and other health diagnosing and treating professionals
- Pharmacists, dieticians and nutritionists
- Nurse supervisors and registered nurses
- Technical and related occupations in health care and dental
- Supervisors in mining, oil & gas
- Underground miners, oil & gas drillers and related workers
- Supervisors in manufacturing and processing occupations

Select occupations showing signs of labour surplus

- Clerical supervisors and clerical occupations, general office skills and office equipment operators
- Managers in manufacturing and utilities
- Cashiers
- Tour and recreational guides and amusement occupations and other attendants in travel, accommodation and recreation
- Finance and insurance clerks
- Sales and services supervisors
- Secondary and elementary teachers and counsellors
- Occupations in food and beverage services
- Fishing vessel masters and skippers and fishermen/women
- Machine operators and related workers in metal and mineral products processing, pulp & paper productions, and wood processing

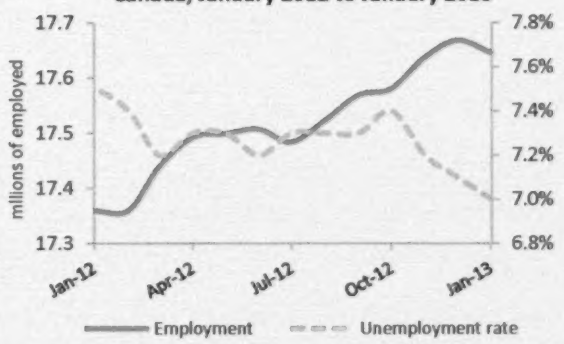
Source: CIBC (2012)

Labour market indicators

Employment in Canada increased 1.6% between January 2012 and January 2013, with an annualized increase of 1.2% between 2011 and 2012. The unemployment rate declined 0.5 percentage points, compared with January 2012, settling at 7.0% in January 2013 (see Figure 1).

The Labour Force Survey (LFS) estimate of Canada's population[1] age 15+ was over 28 million (see Table 1) in 2012, with the labour force totalling about 18.9 million. The participation rate was 66.7% (down 0.1 percentage points from 2011) and the employment rate was 61.8% (no change from 2011).

Figure 1: Employment and unemployment in Canada, January 2012 to January 2013



Source: Labour Force Survey

[1] The LFS covers the civilian, non-institutionalised population 15 years of age and over and excludes Aboriginal peoples living on-reserve; thus, population estimates will differ from that of the Census and other sources.

The LFS Aboriginal population estimate (which excludes people living on-reserve) was close to 680,000, with a labour force total of 443,000. Among Aboriginal people, the unemployment rate remained virtually unchanged between 2011 and 2012. However, the participation and employment rates each grew by 1.1 percentage points during that time.

Nationally, women had an unemployment rate roughly one percentage point lower than men; however, the rate for Aboriginal men and women was virtually the same. The national and Aboriginal participation and employment rates show a larger gender gap (closing in on 10 percentage points), which reflects greater variation in women's labour force attachment.

Table 1: Main indicators, 2012
Unemployment, employment, and participation rates

	TOTAL	Women	Men
LFS population estimate[1]	**28,314,400**	**14,360,000**	**13,954,700**
Unemployment rate	7.2	6.8	7.7
Participation rate	66.7	62.2	71.3
Employment rate	61.8	57.9	65.8
Aboriginal estimate[2]	**679,400**	**352,700**	**326,700**
Unemployment rate	12.8	12.7	12.8
Participation rate	65.2	60.2	70.6
Employment rate	56.9	52.5	61.6

Source: Labour Force Survey

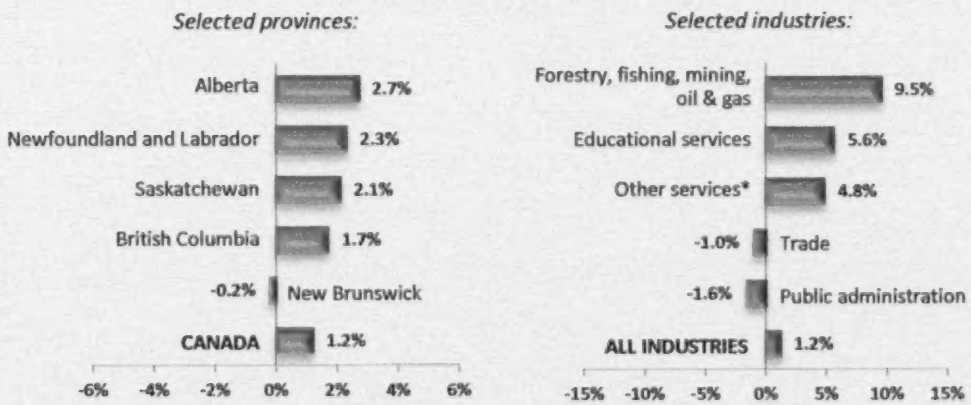
[1] Population indicators are based on annual data

[2] Aboriginal indicators are based on annual data from custom tables; estimates for the Aboriginal population exclude people living on-reserve

Employment gains

Canada saw an overall employment gain of 1.2% (+201,500 jobs) between 2011 and 2012 (see Figure 2). Nearly all of the provinces saw increases during this period, with the greatest proportional gains occurring in Alberta (+55,500), Newfoundland and Labrador (+5,100), Saskatchewan (+11,200), and British Columbia (+37,800). Ontario and Quebec experienced lower proportional increases; however, this still translated into more than 80,000 jobs added in those provinces. New Brunswick (-600) and the Territories (-200) saw declines.

Figure 2: Employment gains, 2011 to 2012



*'Other services' include automotive repair and maintenance; personal care services (hair care, barber shops, funeral services), and; religious, grant-making, civic, and professional and similar organizations.

Source: Labour Force Survey

By industry (Figure 2), absolute gains in employment were driven largely by educational services (+68,300); other services (+36,600); and forestry, fishing, mining, and oil & gas (+31,900). Occupations in health care and social assistance (+36,500) and construction (+25,300) also saw significant increases. These gains were offset by losses in retail and wholesale trade (-26,100) and public administration (-15,300).

Job vacancies

Statistics Canada (2013) and HRSDC track job vacancies as a way to assess labour market shortages. Higher job vacancies are associated with periods of economic growth, while lower rates may be associated with slower growth or economic contraction. In December 2012, Canadian businesses had 221,000 job vacancies. Out of every 1,000 positions, 15 were vacant—a vacancy rate of 1.5% in the three-month period ending December 2012.

Wanted Analytics—tracks job listings and hiring demand.

In January, Canada saw 465,000 online job listings, a 16% increase over a year ago. Occupational groups with the **most online job ads** in January 2013:

- Sales and service occupations	116,244
- Business, finance and administrative occupations	75,237
- Trades, transport and equipment operators	73,710
- Natural and applied sciences	53,195
- Management occupations	45,233

Source: Wanted Analytics (2013)

For every vacant job, there were approximately 5.7 unemployed people, little changed from 5.8 in December 2011. This unemployment-to-job vacancy (UV) ratio is a measure of overall labour market tightness (see **Glossary**). UV ratios vary by region—Alberta was the lowest, at 1.9—and also by sector. In December 2012, health care and social assistance had the lowest ratio, at 1.3. Educational services (5.2) and construction (8.0) were among the highest; however, employment patterns in construction are seasonal, with winter months showing higher ratios than summer.

Support for skills training

Population aging will impact the balance of skills and labour across the country, with potential effects on economic growth, prosperity, and competitiveness, both nationally and individually. Solutions to Canada's current and future labour challenges include the engagement of under-represented groups, including Aboriginal peoples. However, enhanced participation in the economy and labour market is contingent on higher levels of education and skills.

There is ongoing demand for skilled tradespeople and workers in other professional occupations and most new job openings will require post-secondary education. Thus, **skills training** is an increasingly important and integral part of longer-term labour market success. Several initiatives put forth in Budget 2013 set out to better align training with jobs that are available. Building on the notion of connecting Canadians with available jobs and supporting workers and their families across the country, the most recent budget introduces a number of investments and programs intended to help Canadians obtain the skills and training they need.

> *"The new grant should lead to one essential thing for unemployed or underemployed Canadians—**a new or better job.**"*
>
> —Finance Minister Jim Flaherty

Central to this agenda is the new **Canada Job Grant**, which aims to help Canadians to access training in order to get jobs in high-demand fields. The grant will potentially provide $15,000 per person—up to $5,000 from the federal government, to be matched by provinces/territories and employers.

Other initiatives focus on skills development and facilitating school-to-work transitions. For example, **education in high-demand fields** will be promoted, including science, technology, engineering and mathematics (STEM) and skilled trades. Funding for **paid internships** for recent post-secondary graduates and ongoing support for Pathways to Education Canada (a not-for-profit that works with youth to increase rates of high school completion) will also provide opportunities for young people to develop the skills needed for smoother labour market transitions. Budget 2013 also includes a number of renewed and enhanced investments in education and training for Aboriginal peoples specifically.

Budget 2013—select investments and initiatives that focus on **skills development** for Aboriginal people:

- Enhancing **private sector participation** in Aboriginal training
- Investing in training for **on-reserve income assistance recipients** to help ensure **youth** have incentives to participate in training needed for employment through the First Nations Jobs Fund
- Supporting **Indspire**, an organization that provides support to First Nations and Inuit students pursuing post-secondary studies
- Expanding the activities of Cape Breton University's Purdy Crawford Chair in **Aboriginal Business Studies** to encourage business studies by Aboriginal students
- Developing a **First Nation Education Act** to establish the structures and standards necessary to ensure stronger, more accountable education systems on-reserve

The young Aboriginal population in Canada has tremendous potential to share in future economic growth; however, Aboriginal people remain under-represented in the labour market and post-secondary institutions. Further investment in education and skills development will contribute to their ability to access employment opportunities.

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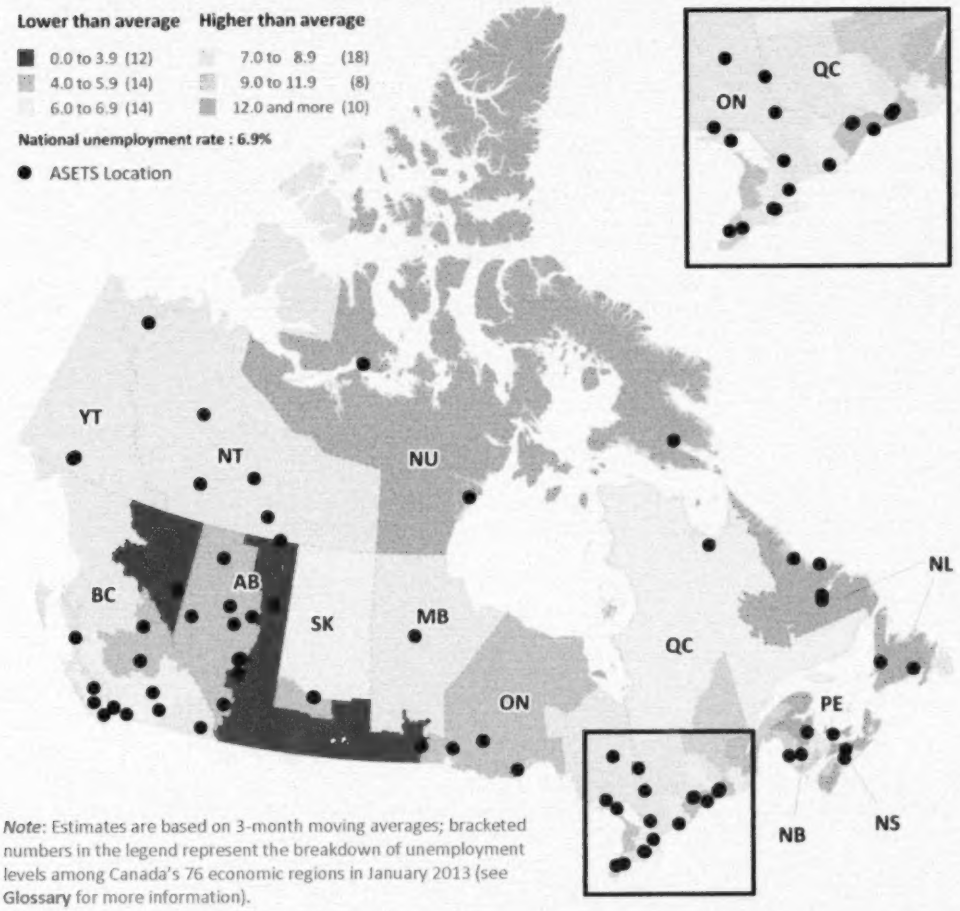
Unemployment rates in Canada

January 2013



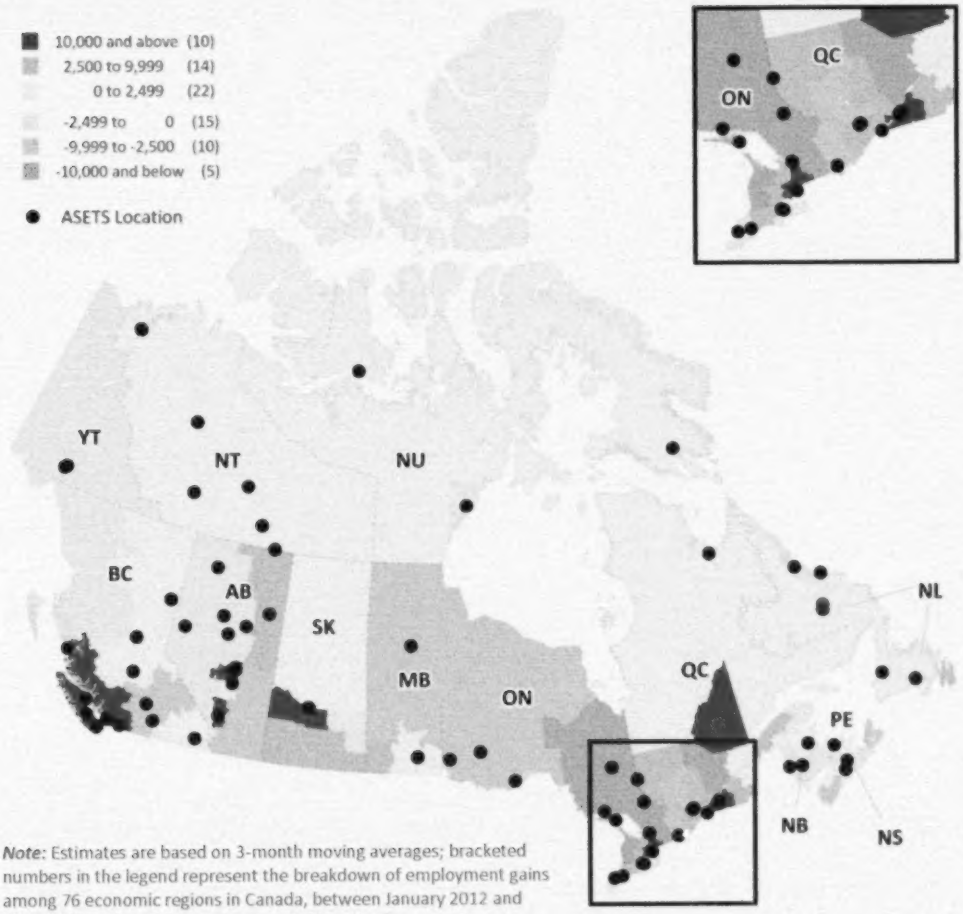
Note: Estimates are based on 3-month moving averages; bracketed numbers in the legend represent the breakdown of unemployment levels among Canada's 76 economic regions in January 2013 (see Glossary for more information).

Source: HRSDC Geomatics Services; data from Labour Force Survey

- In January 2013, the unemployment rate for Canada was 6.9%; 26 of 76 economic regions (ERs) had rates of less than 6.0%.
- Higher levels of unemployment were found in Newfoundland and Labrador, Nunavut, Prince Edward Island, and parts of New Brunswick and Nova Scotia. The region of Gaspésie – Îles-de-la-Madeleine in Quebec had the highest rate, at 18.6%.
- Northern British Columbia, eastern Alberta, as well as southern Saskatchewan and Manitoba, had lower levels of unemployment. The region of Swift Current – Moose Jaw in Saskatchewan had the lowest unemployment rate (2.2%).

Employment gains in Canada

January 2012 to January 2013



Note: Estimates are based on 3-month moving averages; bracketed numbers in the legend represent the breakdown of employment gains among 76 economic regions in Canada, between January 2012 and January 2013 (see **Glossary** for more information).

Source: HRSDC Geomatics Services; data from Labour Force Survey

- **In absolute terms, the greatest employment gains were found in parts of Quebec, Ontario, Alberta, and Saskatchewan (+19,300 to +122,700). The regions of Toronto ON, Montérégie QC, and Montreal QC accounted for over three quarters (77.5%) of all employment gains in Canada between January 2012 and January 2013.**

- **Muskoka – Kawarthas ON, Mauricie QC, Lanaudière QC as well as several other regions in Ontario experienced larger employment declines (-10,800 to -20,900).**

Atlantic Canada

(INCLUDES NEWFOUNDLAND AND LABRADOR, PRINCE EDWARD ISLAND, NOVA SCOTIA, AND NEW BRUNSWICK)

Labour market indicators

In January 2013, the total population age 15+ in the Atlantic provinces was over 1.9 million. The Aboriginal population represented 2.3% of that, or 45,100 people.

The unemployment rate in Atlantic Canada was 10.8%, while the participation rate stood at 62.6% and the employment rate, at 55.8%.

The unemployment rate among the Aboriginal population was 15.0%, having increased by 2.6 percentage points from a year earlier. Between January 2012 and January 2013, participation and employment rates for Aboriginal people in Atlantic Canada increased to 64.9% (+4.3 percentage points) and 55.1% (+2.0 percentage points), respectively. The participation rate for Aboriginal people was higher than that of the total population in the Atlantic provinces.

Main indicators – Atlantic Canada
Unemployment, employment, and participation rates

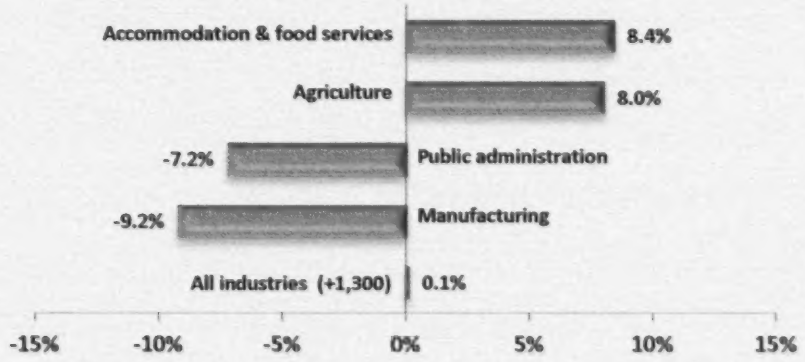
	January 2013	Y/Y change
Total population (15+)	**1,949,700**	
Unemployment rate	10.8	0.7
Participation rate	62.6	0.5
Employment rate	55.8	0.0
Aboriginal population*	**45,100**	
Unemployment rate	15.0	2.6
Participation rate	64.9	4.3
Employment rate	55.1	2.0

Estimates are based on three-month moving averages (see Glossary for more information).
Y/Y: the change between January 2012 and January 2013
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

The following industries led employment growth in Atlantic Canada between January 2012 and January 2013: accommodation and food services (+5,500) and agriculture (+1,100). Health care and social assistance (+6,100) and transportation and warehousing (+3,000) also saw gains, while manufacturing (-6,900) and public administration (-6,000) experienced declines during that period.

Employment growth for selected industries, Atlantic Canada, January 2012 to January 2013



Regional characteristics

From January 2012 to January 2013, 7 of the 15 economic regions (ERs) in Atlantic Canada saw increases in employment, including all of the ERs in Newfoundland and Labrador. However, declines were observed in Southern and Cape Breton in Nova Scotia and four of five ERs in New Brunswick.

During the same period, three regions in Newfoundland and Labrador (Avalon Peninsula, South Coast – Burin Peninsula, and Notre Dame – Central Bonavista Bay) and Prince Edward Island experienced the greatest improvement in labour market performance. These areas reported a decrease in unemployment rate and an increase in employment rates.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2013	January 2013	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y
Newfoundland and Labrador	428,200	261,500	229,100	4.7%	12.4	1.4	61.1	1.8	53.5	2.4
Avalon Peninsula	222,800	147,900	135,300	4.7%	8.5	-1.5	66.4	1.5	60.7	2.3
South Coast – Burin Peninsula	29,900	16,000	13,100	4.8%	18.1	-5.9	53.4	-0.6	43.7	2.7
West Coast – Northern Peninsula – Labrador	85,700	51,500	43,000	5.1%	16.5	0.3	60.1	3.7	50.2	2.9
Notre Dame – Central Bonavista Bay	89,700	46,000	37,700	3.6%	18.1	-1.7	51.3	1.1	42.0	1.7
Prince Edward Island	120,600	81,400	70,900	2.5%	12.9	-0.4	67.5	0.9	58.8	1.0
Nova Scotia	780,800	492,800	446,400	-1.3%	9.4	1.2	63.1	-0.1	57.2	-0.8
Cape Breton	110,400	58,800	49,200	-6.3%	16.3	0.6	53.3	-2.6	44.6	-2.5
North Shore	129,000	78,200	68,700	-0.9%	12.2	0.8	60.7	0.3	53.2	-0.3
Annapolis Valley	99,500	60,500	54,600	3.0%	9.7	2.3	60.8	3.3	54.9	1.6
Southern	96,700	56,100	49,100	-6.5%	12.6	3.1	58.0	-1.3	50.7	-3.0
Halifax	345,300	239,200	224,800	-0.2%	6.0	1.0	69.3	-0.2	65.1	-0.9
New Brunswick	620,100	385,000	342,100	-1.3%	11.1	1.6	62.1	0.3	55.2	-0.7
Campbellton – Miramichi	127,000	72,300	59,200	3.0%	18.1	2.9	56.9	4.1	46.6	1.8
Moncton – Richibucto	174,100	111,700	102,500	-2.3%	8.3	0.8	64.2	-1.5	58.9	-1.9
Saint John – St. Stephen	144,500	91,100	81,300	-2.9%	10.7	2.5	63.0	-0.1	56.3	-1.6
Fredericton – Oromocto	110,500	70,700	64,300	-1.5%	8.9	0.4	63.9	-1.1	58.2	-1.3
Edmundston – Woodstock	63,900	39,300	34,800	-1.1%	11.6	1.3	61.5	0.9	54.4	0.0

Y/Y designates the change between January 2012 and January 2013. See **Glossary** for more information.

Atlantic Canada in the news

Newfoundland and Labrador

The Government of Canada has committed to supporting the development of the Lower Churchill River Projects by guaranteeing project-related debt of up to $6.3 billion. The projects will generate an estimated **$1.9 billion in income to labour and business** and will result in **an average of 1,500 jobs during each year of construction**. Once completed in mid-2017, Newfoundland and Labrador will obtain up to 98% of its electricity from renewable sources. (Prime Minister of Canada, November 30, 2012)

The Atlantic provinces and tourism industry associations will **spend nearly $20 million** over the next three years in an effort to **boost tourism in the region**. The initiative is a renewal of a three-year tourism partnership that the federal government says **generated about $280 million in tourism revenue** in the Atlantic provinces as of 2009. (The Telegram, November 6, 2012, C8)

Prince Edward Island

The Province of PEI is **investing $837,000 over three years as part of a renewal of the Atlantic Canada Tourism Partnership**. The partnership's marketing efforts have generated almost $15 in visitor spending for every $1 invested in direct-to-consumer advertising in the U.S. It also credits its marketing efforts with European tour operators with generating more than **$86 million in revenues for Atlantic Canadian tourism businesses.** (The Guardian, November 8, 2012, A4)

Nova Scotia

The Province of Nova Scotia is **improving its employment services**. The goal is to ensure all Nova Scotians have the services they need to find and get good jobs in the province. The province funds 55 organizations across Nova Scotia to provide career services, but the services differ by location and do not reach everyone. The goal is to **ensure that the workforce is prepared for the opportunities that mega projects such as shipbuilding and IT** will bring to Nova Scotia. (Government of Nova Scotia, January 30, 2013)

New Brunswick

The City of Miramichi and local First Nations in the area are pursuing a partnership for the mutual benefit of all parties, including working together on economic development opportunities. One joint project in recent discussions is the dredging of the Miramichi River to open up the river to more ship traffic and possibly small cruise ships. (Times & Transcript, January 4, 2013, A6)

The Assembly of First Nations Chiefs in New Brunswick has launched a ten-point plan that focuses on economic development, job creation, and reform of the education and social assistance systems to put an end to poverty in the region. The plan has as a goal to **create 1,000 jobs in New Brunswick First Nations communities by 2017**. (Canadian Press Newswire, November 14, 2012)

Useful links

Newfoundland and Labrador

NL Labour Market Information
http://www.lmiworks.nl.ca/LabourMarketInformation/Default.aspx?key=145

Labour Market and Career Information for Aboriginal Peoples
http://www.lmiworks.nl.ca/Aboriginal/Default.aspx

Nova Scotia

Career Options Nova Scotia
http://novascotiacareeroptions.ca/default.asp?mn=1.28.49

New Brunswick

NB Labour Market Information
http://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/labour.html

Prince Edward Island

Employment Development Agency Jobs Registry
http://www.gov.pe.ca/infopei/index.php3?number=50808

Opportunities PEI
http://www.opportunitiespei.ca/working-finding

Quebec

Labour market indicators

In January 2013, the total population age 15+ in Quebec was approaching 6.7 million people. The Aboriginal population accounted for about 0.9%, or 61,000 people.

The unemployment rate for Quebec stood at 7.6%, while the participation rate was 64.6% and the employment rate was 59.7%.

The unemployment rate among the Aboriginal population was 23.0% in January 2013, nearly 10 percentage points higher than a year earlier. Over the same period, the participation rate decreased by -8.4 percentage points to 51.6%. The employment rate for Aboriginal people also declined from 52.0% to 39.7%. It is important to note that estimates for Aboriginal people in Quebec in particular are based on a small sample size and this may account for the large swings, even in year-over-year comparisons.

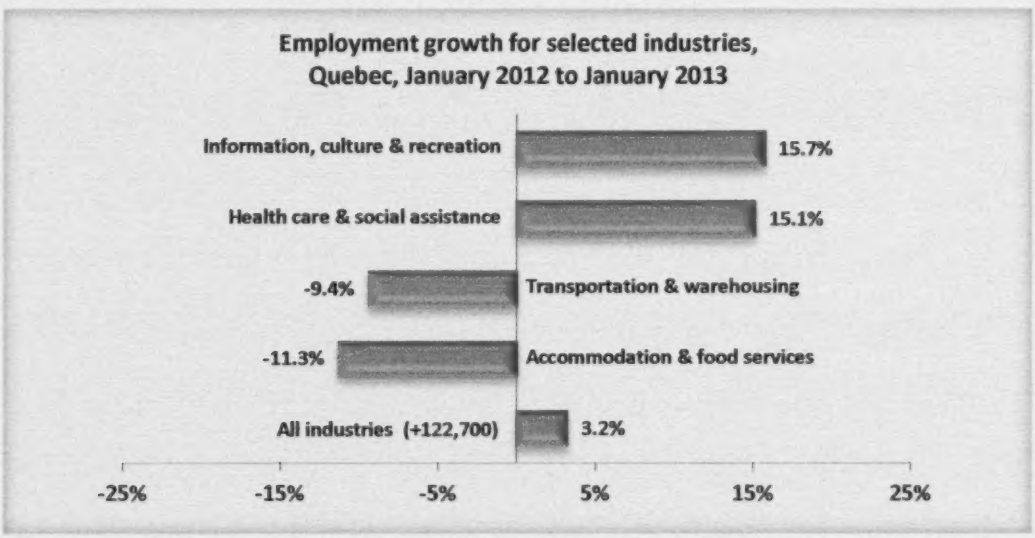
Main indicators – Quebec
Unemployment, employment, and participation rates

	January 2013	Y/Y change
Total population (15+)	**6,664,300**	
Unemployment rate	7.6	-0.9
Participation rate	64.6	0.8
Employment rate	59.7	1.3
Aboriginal population*	**61,000**	
Unemployment rate	23.0	9.7
Participation rate	51.6	-8.4
Employment rate	39.7	-12.3

Estimates are based on three-month moving averages (see Glossary for more information).
Y/Y: the change between January 2012 and January 2013
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

From January 2012 to January 2013, employment growth in Quebec was driven by information, culture and recreation (+24,100) and health care and social assistance (+74,700). Offsetting these gains were employment losses in accommodation and food services (-28,100) and transportation and warehousing (-17,000).



Regional characteristics

Between January 2012 and January 2013, 12 of Quebec's 16 economic regions (ERs) experienced an increase in employment, with the largest increases in the regions of Montérégie and Saguenay – Lac-Saint-Jean. However, a few regions saw declines in employment, including Mauricie and Lanaudière.

In Quebec, the labour market performance improved somewhat over the period January 2012 to January 2013. The unemployment rate was lower in 10 of the province's ERs, with the largest declines in Côte-Nord & Nord-du-Québec and Centre-du-Québec. The employment rate increased in 10 of the 16 ERs during this period.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2013	January 2013	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y
Gaspésie – Îles-de-la-Madeleine	78,600	39,900	32,400	-4.7%	18.6	6.4	50.8	1.6	41.3	-1.9
Bas-Saint-Laurent	166,300	98,900	89,500	4.7%	9.5	0.7	59.5	3.3	53.8	2.5
Capitale-Nationale	596,600	396,200	376,700	0.5%	4.9	-0.8	66.4	-0.8	63.1	-0.3
Chaudière – Appalaches	336,400	229,600	218,100	0.6%	5.0	-0.6	68.3	-0.4	64.8	-0.1
Estrie	261,600	166,300	156,000	6.1%	6.2	-1.0	63.6	2.5	59.6	2.9
Centre-du-Québec	192,700	114,100	106,700	4.6%	6.5	-2.5	59.2	0.6	55.3	2.0
Montérégie	1,209,200	825,200	776,400	9.4%	5.9	-1.9	68.2	3.8	64.2	4.9
Montréal	1,638,200	1,057,100	949,200	4.4%	10.2	-0.7	64.5	1.7	57.9	2.0
Laval	341,500	225,700	209,700	5.4%	7.1	-1.8	66.1	1.0	61.4	2.1
Lanaudière	400,100	253,200	234,600	-5.9%	7.3	-1.8	63.3	-6.2	58.6	-4.6
Laurentides	473,900	310,000	289,800	1.9%	6.5	-1.0	65.4	-0.4	61.1	0.2
Outaouais	312,500	208,100	192,900	-2.9%	7.3	0.5	66.6	-2.5	61.7	-2.7
Abitibi – Témiscamingue	118,000	78,100	72,500	5.5%	7.1	0.1	66.1	3.3	61.5	3.1
Mauricie	222,400	114,900	103,000	-12.9%	10.3	0.8	51.7	-7.2	46.3	-7.0
Saguenay – Lac-Saint-Jean	225,400	137,200	124,300	9.3%	9.4	0.7	60.9	5.6	55.2	4.8
Côte-Nord & Nord-du-Québec	90,900	52,800	49,400	4.0%	6.5	-5.4	58.0	-1.4	54.3	2.0

Y/Y designates the change between January 2012 and January 2013. See **Glossary** for more information.

Quebec in the news

The Forest Product Association of Canada (FPAC) is forecasting that the paper and forest industry will need to **hire 60,000 workers** to meet its labour needs between now and 2020. The province of Quebec represents one-third of available jobs in this field across Canada, with about 20,000 jobs. The FPAC is targeting various populations to fill these positions in the coming years, including Aboriginal people, new immigrants, and women. (La Presse, February 9, 2013)

First Air, owned by the the Inuit people of Quebec through the Makivik Corporation, is one of the largest air carriers in Canada. The president of Makivik underlines that **First Air belongs to Inuit and will provide jobs to Inuit**. Its joint maritime business partner, Nunavut Eastern Arctic Shipping is also planning to **increase the number of Inuit employees** that work on board four of its vessels providing services to Nunavik and Nunavut communities. (La Presse, February 9, 2013)

Useful links

QC Labour Market Information
http://imt.emploiquebec.net/mtg/inter/noncache/contenu/asp/mtg941_accueil_angl_01.asp

Ontario

Labour market indicators

In January 2013, the total population age 15+ in Ontario was approximately 11 million, while the Aboriginal population accounted for 1.5% of that, or 166,800 people.

The unemployment rate in Ontario was 7.2%, while the participation rate stood at 65.9% and the employment rate at 61.1%. There was little change in these figures from a year earlier.

The unemployment rate for the Aboriginal population was 13.4% in January 2013, up 2.6 percentage points from a year earlier. Between January 2012 and January 2013, the employment rate for Aboriginal people declined by 4.0 percentage points to 53.8%. Over the same period, a smaller decrease in the participation rate for Aboriginal people was also recorded.

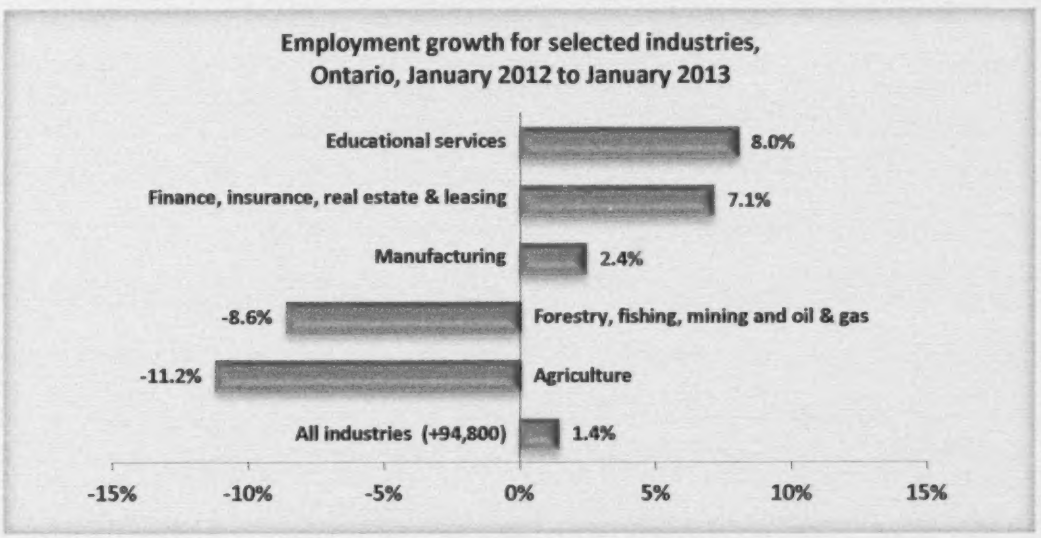
Main indicators – Ontario
Unemployment, employment, and participation rates

	January 2013	Y/Y change
Total population (15+)	**11,128,800**	
Unemployment rate	7.2	-0.2
Participation rate	65.9	0.0
Employment rate	61.1	0.1
Aboriginal population*	**166,800**	
Unemployment rate	13.4	2.6
Participation rate	62.1	-2.6
Employment rate	53.8	-4.0

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between January 2012 and January 2013
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Between January 2012 and January 2013, Ontario saw employment growth in educational services (+40,300) and finance, insurance, real estate and leasing (+34,100) as well as trade (+45,000). Manufacturing also saw gains (+18,400). However, employment losses were experienced in construction (-20,700) and professional, scientific and technical services (-21,200) as well as agriculture (-10,300) and forestry, fishing, mining and oil & gas (-3,200).



Regional characteristics

The province of Ontario saw mixed labour market outcomes: from January 2012 to January 2013, 4 of Ontario's 11 economic regions (ERs) experienced both an employment gain and a decrease in unemployment rate, including Toronto and Kitchener – Waterloo – Barrie. Muskoka – Kawarthas and Stratford – Bruce Peninsula saw the largest proportional declines in employment.

Compared to a year earlier, the unemployment rate was lower in 7 of the province's ERs, while the employment rate increased in 3 and the participation rate in just 1 of the 11 ERs.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2013	January 2013	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y
Ottawa	1,068,500	737,700	695,000	1.0%	5.8	-0.1	69.0	-0.3	65.0	-0.2
Kingston – Pembroke	372,500	229,100	213,300	-2.7%	6.9	1.1	61.5	-1.2	57.3	-1.7
Muskoka – Kawarthas	320,600	172,800	158,800	-11.6%	8.1	0.5	53.9	-7.0	49.5	-6.8
Toronto	5,184,900	3,499,400	3,224,800	4.3%	7.8	-0.3	67.5	1.4	62.2	1.4
Kitchener – Waterloo – Barrie	1,056,600	738,000	693,500	1.4%	6.0	-0.8	69.9	-0.4	65.6	0.1
Hamilton – Niagara Peninsula	1,183,300	761,300	711,700	-0.1%	6.5	-0.3	64.3	-0.9	60.1	-0.6
London	546,700	349,900	325,200	1.0%	7.1	-0.9	64.0	-0.6	59.5	0.1
Windsor – Sarnia	518,600	318,800	290,100	-0.6%	9.0	-0.7	61.5	-0.8	55.9	-0.3
Stratford – Bruce Peninsula	245,700	150,100	142,900	-8.7%	4.8	0.5	61.1	-5.4	58.1	-5.6
Northeast	458,400	270,500	246,500	-4.2%	8.8	2.7	59.0	-0.4	53.8	-2.0
Northwest	172,900	107,200	101,500	-3.0%	5.3	-0.4	62.0	-2.0	58.7	-1.7

Y/Y designates the change between January 2012 and January 2013. See **Glossary** for more information.

Ontario in the news

Matawa First Nations Management's Kiikenomaga Kikenjigewen Employment and Training Services (KKETS), **Noront Resources,** and **Confederation College of Applied Arts and Technology** signed a Memorandum of Understanding with the goal of offering training and employment opportunities to support participants in the nine Matawa communities. The agreement, which will **provide long-term, sustainable career pathways in the mineral and mining sectors or other resource-related areas associated with the Ring of Fire**, will remain in place for at least five years. (Canadian Mining Journal, March 5, 2013)

Thunder Bay's Confederation College is involved in **training an Aboriginal workforce for the needs of mining, forestry, and hydro-electric power construction**. The college is planning to set up training geared toward local industry, taking stock of the available workforce through pre-employment training programs involving First Nation communities. The anticipated workforce requirements are substantial and involve many players including the federal and provincial governments. (Northern Ontario Business, February 22, 2013)

Useful links

ON Labour Market Information
http://www.tcu.gov.on.ca/eng/labourmarket/

Economic Updates
http://www.fin.gov.on.ca/en/economy/ecupdates/

Manitoba

Labour market indicators

In January 2013, the total population age 15+ in Manitoba was 967,600. The Aboriginal population accounted for 10% of that, or 97,400 people—the highest proportion among the provinces.

Manitoba's unemployment rate stood at 4.8%, while the participation rate was 68.7% and the employment rate was 65.4%.

The unemployment rate for the Aboriginal population was 11.6% in January 2013, little changed from a year earlier. The participation rate for Aboriginal people declined slightly to 63.2%, as did the employment rate, going from 56.8% in January 2012 to 55.8% in January 2013.

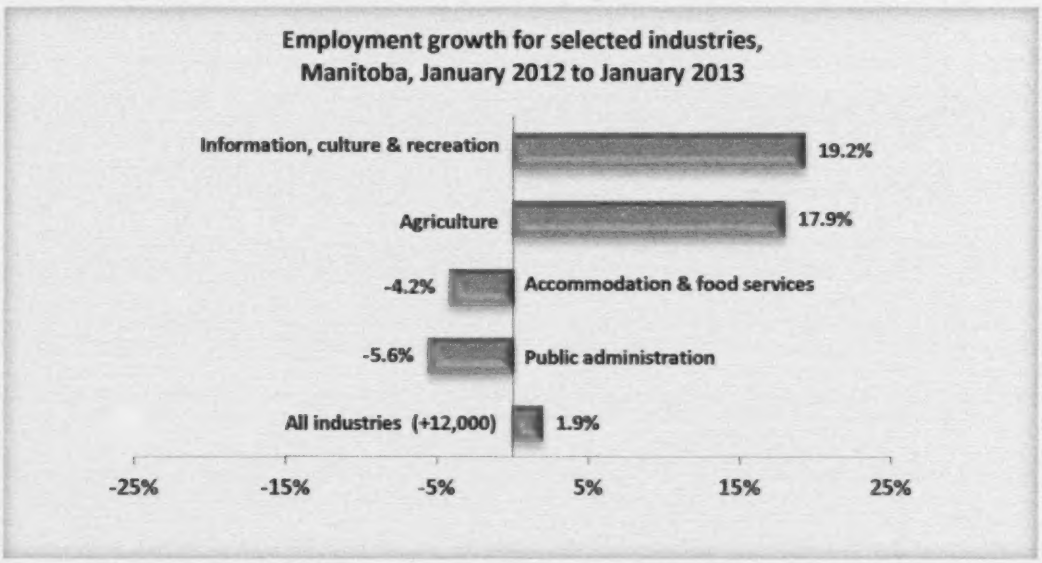
Main indicators – Manitoba
Unemployment, employment, and participation rates

	January 2013	Y/Y change
Total population (15+)	**967,600**	
Unemployment rate	4.8	-0.4
Participation rate	68.7	0.4
Employment rate	65.4	0.6
Aboriginal population*	**97,400**	
Unemployment rate	11.6	-0.1
Participation rate	63.2	-1.1
Employment rate	55.8	-1.0

Estimates are based on three-month moving averages (see Glossary for more information).
Y/Y: the change between January 2012 and January 2013
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Employment growth from January 2012 to January 2013 in Manitoba was driven by information, culture and recreation (+4,100), agriculture (+3,500) and construction (+4,000). Public administration (-2,100) and accommodation and food services (-1,800) experienced employment losses, along with trade (-2,300) and health care and social assistance (-2,200).



Regional characteristics

Six of Manitoba's 7 economic regions (ERs) saw employment gains between January 2012 and January 2013, with the largest increases in the regions of North Central and Southwest. A decline in employment was observed in Parklands & North.

During the same period, the unemployment rate dropped in 6 of 7 ERs, while employment rates increased in 6 and participation rates increased in 5 regions, indicating relatively strong labour market performance in Manitoba. Southwest had the largest drop in unemployment rate.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2013	January 2013	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y
Southeast	84,700	58,000	55,700	2.6%	4.0	-0.9	68.4	0.0	65.7	0.6
South Central	48,500	31,700	30,800	3.4%	2.8	-0.5	65.4	1.0	63.5	1.2
Southwest	84,100	60,000	58,100	6.6%	3.2	-1.3	71.3	3.2	69.1	4.1
North Central	36,800	24,400	23,800	6.7%	2.5	-1.1	66.3	3.4	64.7	4.1
Parklands & North	58,700	37,400	34,700	-6.7%	7.4	2.6	63.8	-1.8	59.1	-3.4
Interlake	73,300	50,500	48,600	0.8%	3.6	-1.0	68.8	-0.6	66.3	0.1
Winnipeg	581,400	402,500	380,800	1.8%	5.4	-0.2	69.2	0.1	65.5	0.3

Y/Y designates the change between January 2012 and January 2013. See Glossary for more information.

Manitoba in the news

The University of Manitoba officially opened a new research facility in order to understand climate change. The Nellie Cournoyea Arctic Research Facility in the Faculty of Environment, Earth, and Resources will be home to one of the **largest and most well-funded sea ice research teams in the world**. The project was partly funded by the Canada Foundation for Innovation. (CBC News, March 18, 2012)

Manitoba Hydro is providing **employment opportunities for university, college, and high school students** in the areas of engineering, technology, accounting, marketing, information technology, administration, and general labour. In 2011–12, **Aboriginal employment was 16 percent of the overall workforce at Manitoba Hydro** with 41 percent in the northern workforce. (Manitoba Hydro)

Useful links

MB Labour Market Information
http://www.gov.mb.ca/tce/lmi/index.html

Saskatchewan

Labour market indicators

In January 2013, the total population age 15+ in Saskatchewan was 817,700. The Aboriginal population represented 8.8% of that, or 71,800 individuals.

The unemployment rate was 4.2%, tied with Alberta for the lowest in Canada in January 2013 and down 0.7 percentage points from a year earlier. The participation rate stood at 69.1% and the employment rate was 66.2%.

The unemployment rate among the Aboriginal population was 13.0% in January 2013, dropping nearly 3 percentage points from a year earlier. The participation rate for Aboriginal people in Saskatchewan saw a decline of -4.1 percentage points, going from 68.6% in January 2012 to 64.5% in January 2013. The employment rate also decreased by 1.6 percentage points to 56.1%.

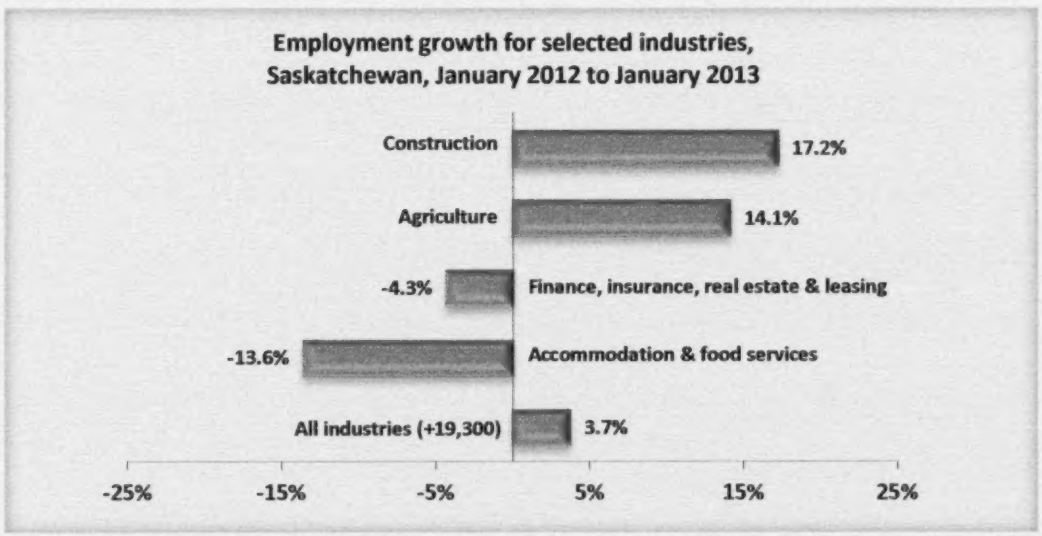
Main indicators – Saskatchewan
Unemployment, employment, and participation rates

	January 2013	Y/Y change
Total population (15+)	**817,700**	
Unemployment rate	4.2	-0.7
Participation rate	69.1	0.9
Employment rate	66.2	1.3
Aboriginal population*	**71,800**	
Unemployment rate	13.0	-2.9
Participation rate	64.5	-4.1
Employment rate	56.1	-1.6

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between January 2012 and January 2013
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Between January 2012 and January 2013, Saskatchewan saw employment growth in construction (+6,800) and agriculture (+5,000), as well as educational services (+5,200). However, these gains were offset by losses in accommodation and food services (-4,400); finance, insurance, real estate and leasing (-1,300); and trade (-1,900).



Regional characteristics

From January 2012 to January 2013, all of the economic regions (ERs) in Saskatchewan experienced increases in employment, with the exception of Yorkton – Melville.

Compared to January 2012, the unemployment rate in January 2013 was lower in all of the province's 5 ERs and the employment and participation rates also increased. Yorkton – Melville was the only ER with declines in both its employment and participation rates. Swift Current – Moose Jaw had the lowest unemployment rate of all ERs in Canada in January 2013.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2013	January 2013	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y
Regina – Moose Mountain	244,200	177,400	171,400	2.7%	3.4	-0.1	72.6	0.3	70.2	0.4
Swift Current – Moose Jaw	81,200	52,200	51,100	6.7%	2.2	-1.8	64.3	2.7	62.9	3.8
Saskatoon – Biggar	274,600	192,500	183,700	5.8%	4.5	-0.6	70.1	1.6	66.9	1.9
Yorkton – Melville	62,600	40,900	39,400	-1.5%	3.7	-0.9	65.4	-1.4	63.0	-0.7
Prince Albert & Northern	155,000	101,900	95,600	2.4%	6.2	-1.3	65.7	0.1	61.7	1.0

Y/Y designates the change between January 2012 and January 2013. See **Glossary** for more information.

Saskatchewan in the news

The Government of Saskatchewan released the 2013-2014 budget on March 20, 2013. As part of the budget, the Work Readiness Employment Development initiatives will receive a **$1.5 million increase in funding ($24.9 million total) to quicken rapid skills training and increase employment opportunities** for First Nations and Métis people. (Government of Saskatchewan, March 20, 2013)

The federal government is contributing close to $8 million and the Government of Saskatchewan $1.5 million to **train 800 First Nations people for jobs** working in northern Saskatchewan's mining industry. The money is going towards the Northern Career Quest Program. (Canadian Press Newswire, January 17, 2013)

Useful links

SaskNetWork
http://www.sasknetwork.gov.sk.ca

Aboriginal Employment Development Partnership
http://www.gov.sk.ca/news?newsId=f2432fbb-e54c-4e1f-b14d-3e605ebbee33

Alberta

Labour market indicators

In January 2013, the total population age 15+ in Alberta was just over 3 million. The Aboriginal population accounted for 4.1% of that, or 128,000 people.

The unemployment rate in Alberta was 4.2%—tied with Saskatchewan for the lowest in Canada in January 2013—down 0.6 percentage points from a year earlier. The participation and employment rates were 72.4% and 69.4%, respectively—the highest in the country.

Main indicators – Alberta
Unemployment, employment, and participation rates

	January 2013	Y/Y change
Total population (15+)	**3,112,300**	
Unemployment rate	4.2	-0.6
Participation rate	72.4	-1.1
Employment rate	69.4	-0.6
Aboriginal population*	**128,000**	
Unemployment rate	8.8	-0.2
Participation rate	69.1	-1.6
Employment rate	63.1	-1.2

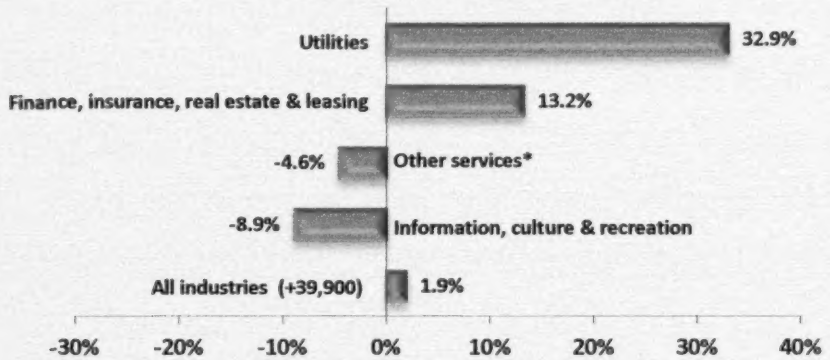
Estimates are based on three-month moving averages (see Glossary for more information).
Y/Y: the change between January 2012 and January 2013
*the Labour Force Survey excludes those living on-reserve

The unemployment rate among the Aboriginal population was 8.8% in January 2013, a slight decline from January 2012. The participation rate was 69.1%, a decrease of 1.6 percentage points from a year earlier. The employment rate declined by 1.2 percentage points to 63.1% in January 2013. Nonetheless, the labour market performance for Aboriginal people in Alberta was stronger than for the Aboriginal population in the rest of Canada.

Employment growth by sector

From January 2012 to January 2013, there was employment growth in Alberta in utilities (+5,200) and finance, insurance, real estate and leasing (+13,000), as well as manufacturing (+13,500). Offsetting these gains were employment losses in other services (-5,100); information, culture and recreation (-6,900); and trade (-10,100).

Employment growth for selected industries, Alberta, January 2012 to January 2013



*'Other services' include, for example, **automotive repair and maintenance; personal care services (hair care, barber shops); and religious, grant-making, civic, and professional and similar organizations.***

Regional characteristics

Between January 2012 and January 2013, half of Alberta's economic regions (ERs) recorded increases in employment. The largest gains were in Wood Buffalo – Cold Lake and Edmonton. The regions of Camrose – Drumheller and Banff – Jasper – Rocky Mountain House experienced the largest declines.

Compared to January 2012, the unemployment rate declined in 7 of the province's 8 ERs in January 2013; only Banff—Jasper—Rocky Mountain House saw an increase. The employment and participation rates decreased in 6 regions, including Camrose – Drumheller.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2013	January 2013	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y
Lethbridge—Medicine Hat	224,500	147,000	141,200	-2.3%	3.9	-0.3	65.5	-3.0	62.9	-2.8
Camrose—Drumheller	158,300	105,300	102,300	-4.4%	2.9	-1.0	66.5	-4.7	64.6	-3.9
Calgary	1,154,600	853,200	814,100	2.3%	4.6	-0.3	73.9	-0.7	70.5	-0.5
Banff—Jasper—Rocky Mountain House	72,900	52,800	50,200	-3.3%	4.8	0.6	72.4	-2.9	68.9	-3.2
Red Deer	159,100	115,700	111,200	0.3%	3.9	-2.1	72.7	-3.2	69.9	-1.5
Edmonton	1,042,500	758,700	727,600	4.0%	4.1	-0.6	72.8	0.0	69.8	0.5
Athabasca—Grande Prairie—Peace River	193,300	135,900	130,500	-0.6%	4.0	-1.0	70.3	-2.0	67.5	-1.2
Wood Buffalo—Cold Lake	107,200	86,200	83,200	4.9%	3.5	-1.2	80.4	0.5	77.6	1.4

Y/Y designates the change between January 2012 and January 2013. See **Glossary** for more information.

Alberta in the news

Alberta has the **highest job vacancy rate in the country**, according to the Canadian Federation of Independent Business, and that is translating to nearly **55,000 unfilled private sector jobs**. If the global economy remains stable, labour shortages will be the one of the **greatest impediments to economic growth** confronting Alberta. (Canada.com, November 14, 2012)

The Edmonton Journal drew attention to **Syncrude**'s policy of "hiring locally...reaching out to communities in the North, most of which have a high Aboriginal population." The article made reference to the oil & gas company's work with First Nations and Métis groups in three centres, as well as a partnership with the Northern Alberta Institute of Technology. (Edmonton Journal, November 14, 2012)

Useful links

Aboriginal Alberta information
http://www.aboriginal.alberta.ca/index.cfm

Aboriginal Workforce Initiative: Calgary Chamber of Commerce
http://www.calgarychamber.com/policy/projects/past-projects/aboriginal-workforce-initiative

British Columbia

Labour market indicators

In January 2013, the total population age 15+ in British Columbia was approximately 3.8 million. The Aboriginal population represented about 3.0% of that, or 113,100 people.

The unemployment rate in British Columbia was 6.3%, while the participation rate stood at 63.9% and the employment rate at 59.9%.

The unemployment rate among the Aboriginal population in British Columbia was 13.2% in January 2013, down 1.6 percentage points from a year earlier. The participation rate for Aboriginal people stood at 65.7%, an increase of 8.4 percentage points from January 2012. Over the same period, the employment rate among Aboriginal people increased by 8.3 points to 57.1%.

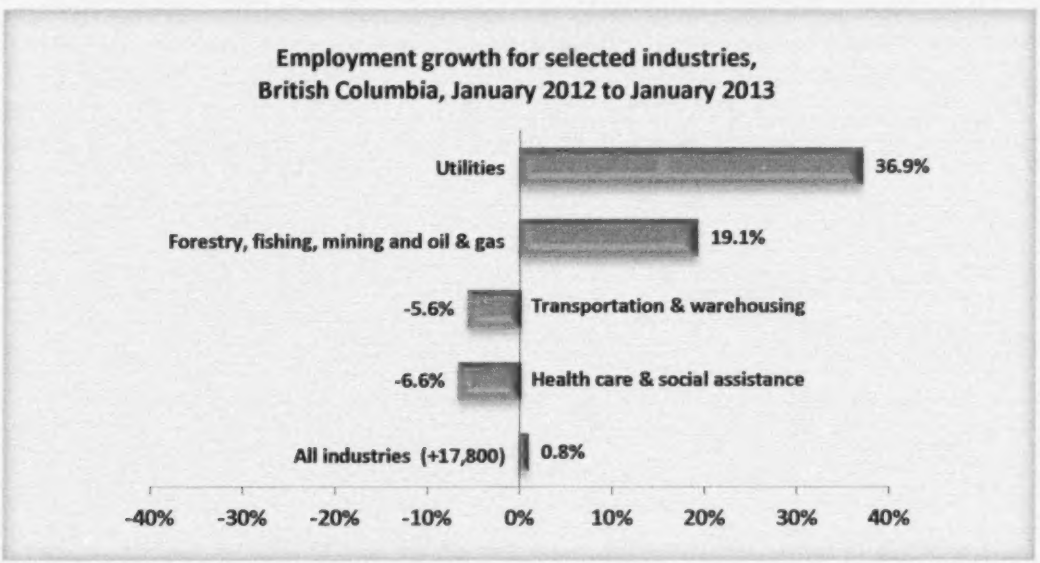
Main indicators – British Columbia
Unemployment, employment, and participation rates

	January 2013	Y/Y change
Total population (15+)	**3,830,700**	
Unemployment rate	6.3	-0.6
Participation rate	63.9	-0.5
Employment rate	59.9	-0.1
Aboriginal population*	**113,100**	
Unemployment rate	13.2	-1.6
Participation rate	65.7	8.4
Employment rate	57.1	8.3

Estimates are based on three-month moving averages (see Glossary for more information).
Y/Y: the change between January 2012 and January 2013
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Employment growth in British Columbia from January 2012 to January 2013 was driven by utilities (+4,100) and forestry, fishing, mining, and oil & gas (+7,800), as well as educational services (+14,200) and information, culture, and recreation (+9,500). Offsetting these gains were employment losses in health care and social assistance (-18,100); transportation and warehousing (-7,100); and manufacturing (-7,000).



Regional characteristics

Looking at economic regions (ERs) between January 2012 and January 2013, the largest increases in employment were in Vancouver Island & Coast and Northeast. Two of B.C.'s 7 ERs reported a decline in employment: North Coast & Nechako and Thompson – Okanagan.

The unemployment rate declined in 5 of the province's 7 ERs during this period. The region with the largest increase in unemployment rate was Kootenay, while North Coast & Nechako had the largest decrease. The employment rate increased in 4 of the 7 ERs and the participation rate increased in 3.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2013	January 2013	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y
Vancouver Island & Coast	659,400	397,200	373,300	3.3%	6.0	-0.6	60.2	1.3	56.6	1.6
Lower Mainland–Southwest	2,366,800	1,533,500	1,435,400	0.8%	6.4	-0.3	64.8	-0.8	60.6	-0.6
Thompson–Okanagan	434,100	261,700	245,100	-3.0%	6.3	-1.3	60.3	-2.2	56.5	-1.2
Kootenay	126,500	84,500	77,900	2.2%	7.8	1.6	66.8	3.0	61.6	1.7
Cariboo	126,200	86,800	82,700	1.3%	4.7	-2.8	68.8	-0.6	65.6	1.4
North Coast & Nechako	65,600	43,200	40,100	-5.0%	7.2	-4.2	65.8	-5.8	61.1	-2.4
Northeast	52,000	41,200	39,800	2.8%	3.4	0.8	79.2	2.1	76.5	1.4

Y/Y designates the change between January 2012 and January 2013. See **Glossary** for more information.

British Columbia in the news

Ten British Columbia First Nations have signed a deal with the B.C. government to ensure smoother and faster approvals between government, First Nations, and industry. This partnership is a renewal of an agreement made three years ago which aimed to **cut bureaucracy between Aboriginal people and government when it comes to land and resource decisions**. Negotiations are currently underway for a memorandum agreement with the B.C. forest industry that includes jobs, revenues and protection of culturally-significant sites for First Nations. (The Province, December 10, 2012)

The Government of B.C. has expanded the Aboriginal Training for Employment Program (ATEP), investing a further $1.8 million into the program, which funds service providers who **deliver job-related training in essential skills and introductory trades training, along with mentoring, coaching, and support through partnerships with public, private, and Aboriginal-controlled training organizations around B.C.** (Government of B.C., November 14, 2012)

Useful links

BC Labour Market Information
http://www.labourmarketservices.gov.bc.ca/labour_market_information.html

Industry Training Authority: Aboriginal Initiatives
http://www.itabc.ca/Page1027.aspx

The Territories

(INCLUDES YUKON, NORTHWEST TERRITORIES, AND NUNAVUT)

Labour market indicators

(Small sample sizes of Aboriginal peoples in the North limit the extent to which outcomes can be broken down into smaller sub-groups [i.e. industries] or sub-regions below the territorial level. In order to get a representative sample for each territory, the samples for three consecutive months are added together and estimates are based on three-month moving averages).

As of January 2013, the total population age 15+ in the Territories was almost 81,000, up 1.3% from a year earlier. From Census 2006, Aboriginal people represent about half of the total population.

From January 2012 to January 2013, the participation and employment rates in Yukon each declined by nearly 5 percentage points while the unemployment rate increased slightly to 6.7%. In the Northwest Territories, the employment rate increased by 0.3 percentage points to 68.8% while there was no change in the participation rate. As for the unemployment rate, it decreased by 0.8 percentage points to 7.1%, compared to a year ago. The participation rate in Nunavut decreased by 1.9 percentage points to 62.8% in January 2013 and the employment rate declined by 0.5 points to 54.4%. The unemployment rate in Nunavut also saw a decline of 1.7 percentage points, to 13.4%.

Population, labour force, employment levels, and labour market performance

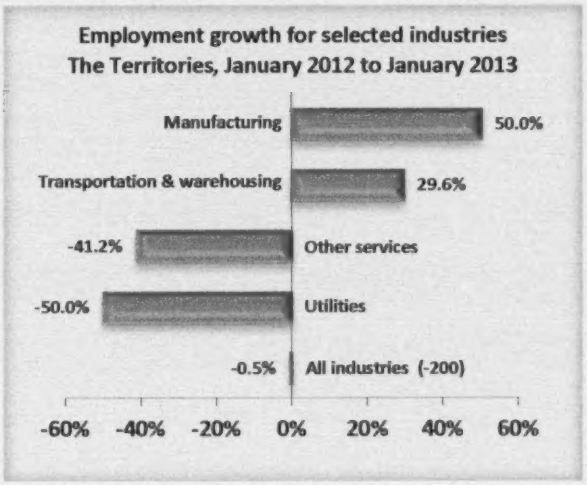
	Population (15+)	Labour force		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
		Total	Employment						
	January 2013	January 2013	January 2013	January 2013	Y/Y	January 2013	Y/Y	January 2013	Y/Y
Yukon	27,200	19,500	18,200	6.7	0.3	71.7	-4.7	66.9	-4.6
Northwest Territories	32,100	23,900	22,100	7.1	-0.8	74.5	0.0	68.8	0.3
Nunavut	21,400	13,400	11,600	13.4	-1.7	62.8	-1.9	54.4	-0.5

The Labour Force Survey collects labour market data about the Territories in the form of three-month moving averages. The estimates presented in this release are not seasonally adjusted; therefore, comparisons are made on a year-over-year basis. (See **Glossary** for more information.)
Y/Y: the change between January 2012 to January 2013

Employment growth by sector

Between January 2012 and January 2013, the Territories saw gains in educational services (+1,000), transportation & warehousing (+800), and manufacturing (+100). Employment losses were experienced in other services (-700), utilities (-400), and information, culture, and recreation (-500).

Industries that recorded the largest net employment growth in the respective Territories were manufacturing (Yukon); educational services (Northwest Territories); and transportation and warehousing (Nunavut).



The Territories in the news

Yukon

The Government of Yukon has authorized the Victoria Gold Corporation to move to the final stages of licensing for its Eagle Gold project, **a gold mine scheduled to be in production in 2014-2015**. The mine is **expected to create about 400 jobs** and more than 200,000 ounces of gold annually. (Government of Yukon, April 8, 2012)

Northwest Territories

As part of their 2013-14 Budget, the Government of the Northwest Territories announced sustainable economic development initiatives including **$7 million** to advance the Mackenzie Valley Fibre Optic Link project which will dramatically improve connectivity and **provide opportunities** for the territory to enter into **knowledge-based industries**. The budget also announced **$600,000 to increase tourism marketing** to take advantage of new markets and opportunities. (Government of the Northwest Territories, February 7, 2013)

Nunavut

The **Mary River Project** situated on north Baffin Island was announced by the federal government in December 2012. The project proposal involves **conventional open-pit mining** of iron ore at a rate of 18 million tonnes per year over a projected 21-year lifespan, and the construction of a road, railway, deep-water port, and mine site infrastructure. (Government of Canada, December 3, 2012)

Useful links

Yukon

Yukon Jobs
http://www.employment.gov.yk.ca

Nunavut

Bureau of Statistics
http://www.stats.gov.nu.ca/en/home.aspx

Northwest Territories

Jobs North
http://www.jobsnorth.ca

Oil & gas sector

Take away messages...

- The oil & gas sector has seen an increase of nearly 90% in employment and almost 50% in wage rates in the past decade.
- Aboriginal people have maintained a relatively stable proportion of the mining and oil & gas extraction industry.
- The Canadian oil & gas sector faces various challenges such as recruitment and retention of workers and labour and skills shortages.

Importance of the sector

The oil & gas sector is comprised of the oil & gas extraction industry.[1] In 2010, the Gross Domestic Product (GDP) of Canada's energy sector reached $84.3 billion, which accounted for 6.8% of Canada's total GDP. Approximately half of that output can be attributed to the oil & gas extraction industry.

Crude oil and natural gas made up 77.9% of Canada's production of primary energy (i.e. energy found in nature before conversion or transformation) in 2010. Alberta, the leading producer of fossil fuels, accounted for 62.8% of Canada's primary energy production.

In 2010, the value of Canada's energy exports totalled $90.0 billion, of which 98.4% went to the United States. Exports of crude oil and natural gas amounted to a value of $52.0 billion and $15.6 billion, respectively, during the same period.

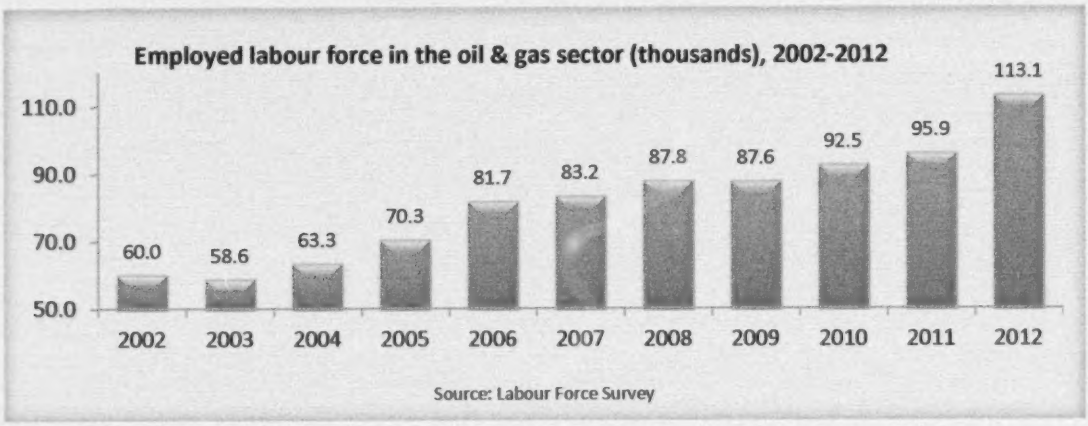
Industry characteristics

In 2012, the oil & gas sector employed over 113,000 people and accounted for 0.6% of the total labour force in Canada.

The number of workers in the oil & gas sector has increased most years in the past decade and has marked an overall increase of 88.5% in employed workers from 2002 to 2012 with an average annual increase of 6.7%. In 2012, the average weekly wage rate was $1,728.11 or about 50% more than the average weekly wage of all other industries. Furthermore, the average weekly wage rate for the oil & gas sector was 47.6% higher in 2012 than in 2002, compared to only 33.3% higher for the same period for all industries.

The vast majority of the workforce was full-time (98.5%) and permanent (93.2%) in 2012, though only a minority were unionized (14.8%).

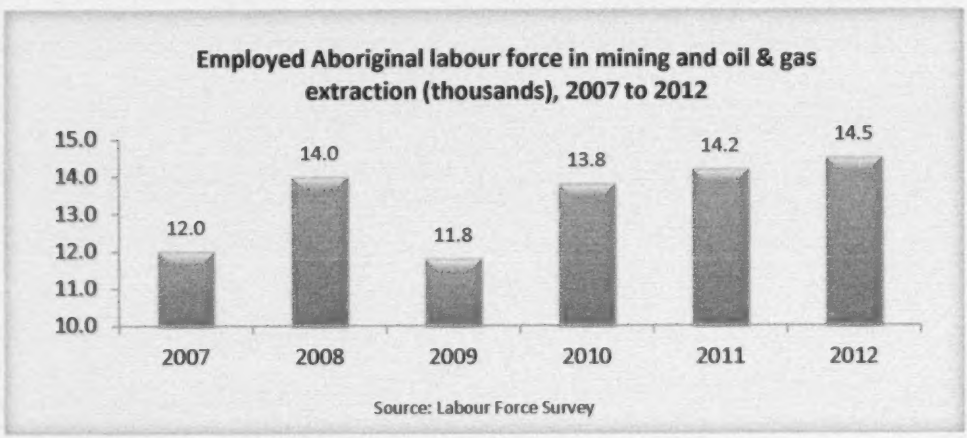
[1] North American Industry Classification System (NAICS) code 211.



The largest proportion of the employed labour force in the oil & gas sector can be found in Alberta (83.9%) with the next largest proportions found in Newfoundland and Labrador (3.7%) and British Columbia (3.1%).

The distribution of employed oil & gas workers is fairly even across small to large businesses with the largest number of employees working in establishments of more than 500 employees.

Aboriginal people have maintained a relatively stable proportion of employment in the mining and oil & gas extraction industry, making up an average of 5% of the employed workforce for the industry between 2007 and 2012. The total number of employed Aboriginal people in the mining and oil & gas extraction industry has varied since 2007, but was 21% higher in 2012 than in 2007.



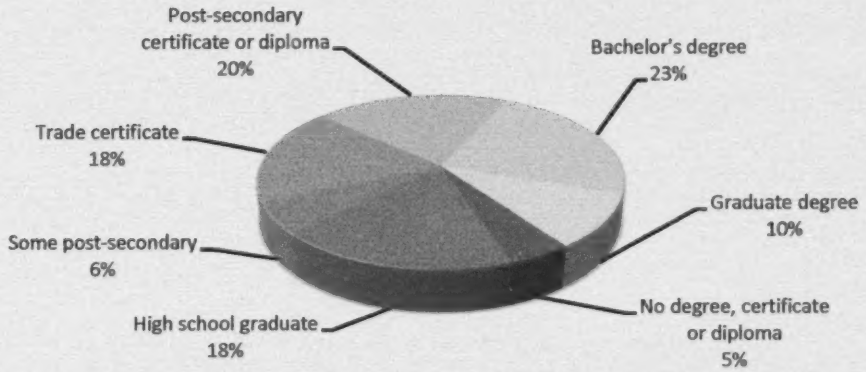
Profile of workers

In the oil & gas sector, 77.6% of workers were between the ages of 25 and 54 in 2012. The share of older workers (aged 55+) in the sector is 13.3%, over 5 percentage points smaller than the average in the total labour force. The share of youth workers (aged 15 to 24) in oil & gas is 8.0%, which is also smaller than the total labour force average of 13.9. Employment in the oil &

gas sector is not evenly divided along gender lines with a majority of men at 70.8% and a minority of women at 29.3%.

The educational profile of employed oil & gas workers indicates that 18% of workers are high school graduates with no post-secondary education. Moreover, 61% of workers have some form of post-secondary education, including a trade certificate (18%), post-secondary certificate or diploma (20%), or a bachelor's degree (23%).

Educational division of employed labour force in the oil & gas sector, 2012



Source: Labour Force Survey

Sectoral challenges and provincial initiatives

There are a number of business, regulatory, social, and political trends that will continue to pose challenges for the oil & gas sector. The demographics of Canada's labour force are changing to a point where there will be significant labour shortages in many growing industries leading to competition between resource-based sectors for the same workers. As such, a focus for the oil & gas sector includes not only recruitment of new workers but also an emphasis on retention and development of the current workforce.

According to the Petroleum Human Resources Council of Canada (PHRCC), some of the leading challenges are:

- Economic uncertainty and the lowest natural gas prices in decades;
- Competition for similar skill sets and job roles across sectors and regions, which places strain on recruitment and feeds an employee-driven market; and

Alberta Budget 2013

The Government of Alberta released its 2013 budget on March 7, 2013. The government committed $100 million over the next two years to support a Joint Canada/Alberta Implementation for Oil Sands Monitoring. A new Environmental Monitoring Agency will be established in 2013.

- Increasing environmental policy and regulatory pressures combined with increasing public scrutiny and expectations of transparency from industry and energy companies.

Future economic and employment outlook

Released March 21, 2013, the Government of Canada's federal budget—Economic Action Plan 2013: Jobs, Growth, and Long Term Prosperity—acknowledged the oil & gas sector as one of several sectors that have seen an increase in skilled labour shortages. The budget identifies greater skills development and participation in training as a key measure to help alleviate potential future skills shortages.

According to the Petroleum Human Resources Council of Canada, there is a heightened need for workers of all levels (apprentices, entry-level positions, as well as supervisory and professional occupations) in the oil & gas sector, especially:

- Intermediate and senior roles with industry knowledge and experience;
- Specialized skills and knowledge;
- Business and operations support roles; and
- Pipeline transmission sector.

With the labour and skills shortages facing the oil & gas sector now and in the future, attracting and recruiting from under-represented groups such as women, youth, Aboriginal people, and immigrants could become a key strategy for the industry.

Ten most commonly advertised job titles for oil sands positions

1) Project Engineer
2) Project Managers
3) Administrative Assistant
4) Senior Mechanical Engineer
5) Senior Project Manager
6) Process Operator
7) Mechanical Engineer
8) Electrical Engineer
9) Geotechnical Engineer
10) Administrator

Wanted Analytics provides real-time job postings data along a number of dimensions, which allows for an analysis of labour market trends and conditions.

Source: Wanted Analytics 2013

References

Petroleum Human Resources Council of Canada (2012). HR Trends and Insights: A Look at Current and Short-Term Workforce Trends within Canada's Oil and Gas Industry, Q1/Q2 2012 Report.

Petroleum Human Resources Council of Canada (2012). Canada's Oil and Gas Labour Market Outlook to 2015.

Aboriginal Skills and Employment Partnerships: Best Practices and Lessons Learned

The following section showcases best practices, lessons learned, and tools from the Aboriginal Skills and Employment Partnership (ASEP) program. Additionally, it highlights three former ASEP projects as well as partnership news and useful links.

Launched in 2003, the Aboriginal Skills and Employment Partnership (ASEP) program was designed to increase access to job opportunities for Aboriginal peoples in major economic development initiatives across Canada. The program received an initial investment of $84 million in 2003, resulting in nine projects. ASEP was expanded by $105 million and 16 new projects in 2007. An additional $100 million was invested in 20 projects through Canada's 2009 Economic Action Plan. While all projects concluded when ASEP ended on March 31, 2012, many of the initial partnerships continue within today's Aboriginal labour market programming.

"Truly successful companies are those that partner and invest in a First Nation," said one participant in the Canadian Chamber of Commerce's 2012 cross-country consultations. *"There needs to be governance in place. Pick the right partners and invest the right way."*

A notable legacy of ASEP is the results—both tangible and intangible—of partnerships developed between Aboriginal communities, private industry, and all levels of government. The ASEP program has supported 45 projects in total since its launch, bringing together over 500 partners, providing training for 26,000 Aboriginal people, and placing more than 9,000 individuals in long-term, sustainable employment. Improved collaboration was witnessed at the Aboriginal community level: parties that had not traditionally worked together were seen striving towards a common goal. Private sector players were actively seeking the advice and input of local Aboriginal groups, who were, in turn, actively engaging industry partners. Also observed was an enhanced, and in some cases, new role for provincial and territorial governments, educational institutions, and unions within Aboriginal communities. The ASEP model created a forum for discussion, engagement, and shared interest that had previously eluded parties.

For a list of ASEP projects, please see the end of the section.

A number of valuable lessons learned were gained from this experience, as detailed in a recent summative evaluation of the ASEP program, set to be published in 2013 (see Useful Links) and stories of the project holders. The findings from this include best practices and lessons learned that could prove worthwhile for other Aboriginal organizations—such as Aboriginal Skills and Employment Training Strategy (ASETS) agreement holders and Skills and Partnership Fund (SPF) project holders—who are developing, maintaining, and evolving their own partnerships.

To share your organization's partnership in a future edition of the Aboriginal Labour Market Bulletin, please contact us at NC-ALMB-BMTA-GD@hrsdc-rhdcc.gc.ca.

Lessons learned from ASEP[1]

Partnerships benefit from strong governance, shared goals, and effective communication.

According to the evaluation, partnerships with a shared vision, strong governance, and effective communication practices represented best practices in terms of sustaining partnerships.

A distinguishing feature of the ASEP program was the formalized partnerships between Aboriginal communities, the private sector, provincial and territorial governments, and other stakeholders such as educational institutions. ASEP-funded organizations and their partners established a governance model to manage and oversee the activities of their project. Some partners have come and gone, which challenged both projects and their partnerships. A strong governance model can help to navigate change.

In addition, partners worked together to set a strategic direction supported by a variety of formal documentation, including: general by-laws, financial and human resources policies, appeal mechanisms, and monitoring plans for third-party agreements. This practice—in which roles, policies, and practices were documented and formalized—promoted clear authorities, as well as the sharing of risk, responsibility, and accountability among key partners. Projects such as the Northwest Territories' Mine Training Society, Nunavut Fisheries Training Consortium, and Labrador Aboriginal Training Partnership excelled on this front, bringing together multiple partners through strong governance.

The evaluation revealed that ASEP project holders found value in taking the time to build a strong relationship with partners up front. Fostering good chemistry among partners set the stage for effective communications throughout the life of the project, encouraging partners to share information and resources. This included notifying partners of training and other activities; inviting partners to visit communities and attend graduation days; recognizing partners at events; and urging non-Aboriginal individuals participating in the partnership to experience Aboriginal culture. The development of mechanisms to resolve conflict was also encouraged.

Support a demand-driven approach that focuses on industry needs.

All ASEP projects had a demand-driven focus, including Saskatchewan's Northern Career Quest Partnership, which concentrated on training Aboriginal people for jobs in the mining and oil & gas sectors, and Ontario's Sibi Employment and Training Board, centered on the energy sector.

Together, partners were responsible for jointly developing and managing comprehensive, multi-year training-to-employment plans leading directly to jobs in specific industries where jobs were available. This approach proved advantageous: ASEP secured employment for Aboriginal clients in such major sectors as mining, energy, forestry, and construction. This was reinforced by one of the founding principles of the program: a mandatory written commitment from employers for a minimum of 50 long-term jobs for Aboriginal individuals.

[1] Lessons learned were obtained from both a recent summative evaluation of ASEP, as well as the stories of project holders themselves.

For Aboriginal organizations today, this demonstrates the importance of integrating the current and emerging labour and skills needs of industry into strategic planning. It is also imperative to analyze local labour market demands and respond to those needs.

Thanks in part to this, ASEP was effective at increasing participants' employment earnings, as well as job placements. It is also worth noting that the evaluation showed that the ASEP approach of fostering the direct involvement of the private sector in its programming led to better impacts on participants' employment earnings than less demand-driven programs.

Focus on industry-specific projects (or a specific site) over broader industry projects.

According to the evaluation, "participants in ASEP projects that focused on a specific industrial development project achieved better results than those who participated in projects with a focus on broader industry." This proved particularly important for ASEP, which focused on training-to-employment projects. For example, the Unama'ki Partnership for Prosperity centered around the Sydney Tar Ponds clean-up project, a hazardous waste site on Cape Breton Island, while the Sibi Employment and Training Board relied heavily on the Lower Mattagami Hydro Dam Project, effectively empowering projects to develop closer links to industry.

Partnerships in the news

The **House of Commons Standing Committee on Human Resources, Skills and Social Development, and the Status of Persons with Disabilities** (HUMA) released a report entitled *Labour and Skills Shortages in Canada*. As well as recommending an increased reliance on partnerships, the Committee also proposes a national skills strategy that would involve Aboriginal communities, employers, provincial and territorial governments, educational institutions, unions, and student associations. (House of Commons, December 2012)

The **Canadian Chamber of Commerce** published their *Annual Report 2012: A Commitment to Competitiveness*. It identifies four major objectives for the future, including developing better ties with Aboriginal business. (Chamber of Commerce, January 2013)

According to a **Conference Board of Canada** report, *The Future of Mining in Canada's North*, mining companies "need to demystify their activities" in order to engage local and Aboriginal communities. There is "a need for trust between Aboriginal communities, governments and industry...issues can only be resolved through dialogue." (Conference Board, January 2013)

Ken Coates, co-leader of the Aboriginal Canada and the Natural Resource Economy Project at the **Macdonald-Laurier Institute**, praised "impressive strides" being made with "the new practical, results-oriented approach," that sees individual First Nations, Inuit and Metis communities "working with resource companies, business, and regional communities on strategies designed to engage indigenous peoples in the economy in ways of their choosing." (Globe and Mail, January 18, 2013)

The **Saskatchewan Task Force on Improving Education and Employment Outcomes for First Nations and Métis Peoples** released their interim report on a partnership between the Government of Saskatchewan, Federation of Saskatchewan Indian Nations, and the Métis Nation—Saskatchewan. The final report, with recommendations, is due in May 2013. (Government of Saskatchewan, December 2012)

Partnership profile:
Labrador Aboriginal Training Partnership

The partnership

The Labrador Aboriginal Training Partnership (LATP) was a collaboration between Labrador's three Aboriginal groups – the **Innu Nation**, **Nunatsiavut Government**, and **NunatuKavut Community Council** – and the **Nalcor Energy-Lower Churchill Project**. This hydroelectric project, situated in Muskrat Falls and Gull Island, set out to develop Labrador's lower Churchill River into a major hydroelectricity source for North America.

The project's four partners submitted a successful ASEP proposal to Human Resources and Skills Development Canada (HRSDC) in May 2009. The $15 million agreement oversaw a comprehensive training-to-employment plan to prepare Innu, Inuit, and Métis individuals for employment opportunities resulting from the Lower Churchill development. Through LATP, participants received training for positions such as heavy equipment operators, concrete workers, truck drivers, firefighters, carpenters, and camp support.

Labrador Aboriginal
Training Partnership

Contact
Telephone: 1-877-896-5006
(709) 896-3500
Website: http://www.latp.ca/home/

With the end of the ASEP program in sight, LATP began engaging with other potential partners to continue meeting the needs of their clients for an additional 3-5 years. With a dedicated team situated in Happy Valley-Goose Bay, Nain, Charlottetown, Natuashish, and Sheshatshiu, LATP plans to continue working to ensure Aboriginal peoples across Labrador have opportunities for a bright future.

Results

298 Aboriginal clients secured employment through LATP training programs, with 1,017 clients served. Approximately 41% of LATP clients were Inuit, 33% First Nations and 26% NunatuKavut. The success of LATP has reinforced the strength of partnerships in Labrador. Both Aboriginal and private sector partners are keen to continue the work of LATP, helping Aboriginal people receive the training needed to take advantage of Labrador's current and emerging opportunities.

Lessons learned

Flexibility is key. Many LATP clients had already completed pre-employment training and were prepared for work. However, a major barrier they faced was a lack of opportunities to work the hours required to become a certified journeyperson. In an attempt to address this issue, LATP developed a proposal requesting a change to the apprentice-to-journeyperson ratio from 2:1 to 5:1 in the communities of Natuashish and Sheshatshiu. Representatives of LATP met with the Newfoundland Provincial Apprenticeship and Certification Board to present this proposal, with the board accepting LATP's proposal. The pilot project was successfully implemented.

Let people know who you are! Over two years, LATP has been invited to participate in numerous conferences, seminars, and tradeshows, such as the Lower Churchill Project Environmental Assessment Review, Regional Apprenticeship Forum, Northern Lights 2012, Expo Labrador, and various mining conferences and tradeshows. Through these ventures, LATP boosted their profile and, as a result, sparked the interest of additional private sector partners.

Be progressive. To help Aboriginal people in Labrador maximize opportunities for employment, LATP partnered with the Innu Nation, Nunatsiavut Government, and NunatuKavut Community Council to provide a service to clients who wish to have their résumé uploaded to a comprehensive new Aboriginal Labour Force Database. Information provided will be shared with owners of LATP, employers, and government agencies to help Labrador's Aboriginal people access employment opportunities and reach their career goals.

Partnership profile: Unama'ki Partnership for Prosperity

The partnership

The First Nations communities of Cape Breton formed a unique collective approach to economic development that has quickly become recognized across Canada. In 2008, HRSDC approved $3.43 million for the **Unama'ki Economic Benefits Office** for a four-year training program, the Unama'ki Partnership for Prosperity project.

UNAMA'KI
ECONOMIC BENEFITS OFFICE

Contact
Telephone: (902) 562-4700
Website: http://www.unamaki.ca/

Unama'ki initially focused on the construction industry, namely opportunities arising from the **Sydney Tar Ponds Cleanup**, a project helping to clean contaminated sites left behind from a vacated steel factory. Their work shifted, however, to include additional training programs helping Aboriginal people enter the workforce through a new partnership with the **Nova Scotia Community College**.

Results

As of March 2012, a total of 501 local Aboriginal people had received training through the Unama'ki ASEP project, with 149 clients finding full-time employment.

The Unama'ki Partnership for Prosperity has become so successful that a number of new training programs are underway thanks to partnerships formed with Nova Scotia Power, Bell Aliant, and Emera Utility Services. Discussions are now underway for additional major economic opportunities in the region, such as shipbuilding. A recent partnership with the Department of Labour and Advanced Education are expected to bring more positive results for First Nations communities in Cape Breton.

Lessons learned

Maintain a strong media presence. Using the media to get information out on their office and programs, Unama'ki held press conferences, issued news releases, and maintained a comprehensive website. Any visitor to www.unamaki.ca will find information on their service delivery model and successes. Through effective marketing of its programs and services, Unama'ki has seen an increase in partners approaching them, translating good intentions into business reality.

Acknowledge your partners. Unama'ki acknowledges that much of their success is based on strong partnerships with Aboriginal communities, industry, and government—partnerships that provide valuable experience for clients and help communities build capacity. The office has established partnerships with several major businesses, including Emera Utility Services, Nova Scotia Power, and the Port Hawkesbury Paper Mill.

Get out in the community. Public interest in their programs was achieved through participation in recruitment fairs, information sessions, and workshops. Thanks in part to this presence, Cape Breton's First Nations communities are now considered an integral part of the local economy and business community.

"Another lesson learned is the importance of having a dedicated team. Dan Christmas, co-chair of the Unama'ki Economic Benefits Office Steering Committee, attributes *"...(t)he team that runs this ship, the Executive Director, Owen Fitzgerald and Alex Paul, the Director of Training. If you've seen these guys in action, they make quite a team. They have a determination and know business. They deliver results, creating jobs, with the help of a great staff at the Benefits Office, they are making a big difference in people's lives."*

Partnership profile: Nunavut Fisheries Training Consortium

The partnership

The Nunavut Fisheries Training Consortium (NFTC) was established in 2005 to train Inuit people to take advantage of full-time employment opportunities in the Nunavut fishing industry. Partnerships formed between Inuit organizations (**Kakivak Association, Nunavut Tunngavik, Inc.**), industry (**Arctic Fishery Alliance, Baffin Fisheries Coalition, Cumberland Sound/Pangnirtung Fishery Limited Partnership, Nunavut Development Corporation, Qikiqtaaluk Corporation**), governments (Government of Nunavut), and educational institutions (**Nunavut Arctic College**) allowed those living in the north to gain the necessary skills and knowledge to obtain employment on fishing vessels.

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NUNAVUT FISHERIES
TRAINING CONSORTIUM

Contact

Telephone: 1-866-832-9115

Website: http://nftconsortium.org/

Since life on the sea is not for everyone, training was also offered that would allow land-lovers to work in fish-processing plants. With three such plants situated in the north, participants have been able to gain skills, secure employment, and remain close to home.

Results

NFTC provided training in 21 courses, covering such topics as fish processing and small engine repair. 186 clients secured employment, with 526 clients served. In January 2012, NFTC secured $2.2 million through the Government of Canada's Skills and Partnership Fund, allowing them to continue ongoing operations.

Lessons learned

Find a common purpose. While NFTC partnered with a wide variety of organizations—including Inuit organizations, industry, governments, and educational institutions—their common interest in working to serve the needs of Inuit people in Nunavut brought them closer together, enabling those living in the north to gain the skills and knowledge necessary to obtain employment on fishing vessels.

Work with your partner to achieve results. Working on a fishing vessel is not easy, as it requires leaving one's family for extended periods of time. To provide alternatives, NFTC and partners such as the Nunavut Development Corporation and Cumberland Sound/Pangnirtung Fishery Limited Partnership developed a strategy that allowed NFTC trainees to remain in their community while employed in fish-processing plants.

Believe in your partners. Believing that everyone benefits by working together, the NFTC treats all partners as equals. One such example of trust was the Government of Nunavut allowing use of its newest research vessel, the Nuliajuk, for training purposes, giving individuals the chance to put into practice the skills that they learned in the classroom.

ASEP tools

The Aboriginal Industry Partnership Guide for the New Economy (Aboriginal Skills Group, formerly the VanAsep Training Society)
*This guide, developed by the **VanAsep Training Society** in 2009, reflects efforts to link industry labour market demand to Aboriginal labour market supply through partnerships. Copies of the guide are available in both English and French from the Aboriginal Skills Group website at* http://aboriginalskills.ca/.

Aboriginal-Industry Job Coach: A Guide for the New Economy (Aboriginal Skills Group)
*This 2010 guide, based on the experiences of the **VanAsep Training Society**, provides partnership projects with insight into effective job coaching for Aboriginal workers. Copies of the guide are available in both English and French from the Aboriginal Skills Group website at* http://aboriginalskills.ca/.

ASEP projects

ASEP project	Province/ Territory	Sector	Clients served	Clients employed
B.C. Aboriginal Mine Training Association (B.C. Aboriginal Mine Training Association)	BC	Mineral/Mining Exploration	1,121	181
NE ASEP (Northeast Aboriginal Skills and Employment Program Society)	BC	Oil & Gas Trades	183	61
NE ASEP (Northeast Aboriginal Skills and Employment Program Society)	BC	Green Energy	174	85
Pacific Trail Pipeline Aboriginal Skills Employment Partnership (PTP ASEP Training Society)	BC	Natural Gas	1,244	439
Prince Rupert Aboriginal Skills Employment Partnership Project (Prince Rupert ASEP Society)	BC	Transportation	553	107
VanASEP 2008-2012 Hydro Project (VanASEP Training Society)	BC	Construction Energy	1,623	553
VanASEP 2008-2012 (VanASEP Training Society)	BC	Supply Chain	622	135
Bridges and Foundations for Aboriginal Development (Bridges and Foundations Career Development Corp.)	SK	Construction	1,056	378
Fort a la Corne Employment Development Project (Fort a la Corne Employment Development Inc.)	SK	Hydro Construction	428	191
Inroads to Agriculture (Inroads to Agriculture Institute)	SK	Agriculture	271	68
Northern Career Quest Partnership (Northern Career Quest Partnership)	SK	Mining Oil & Gas	2,526	1,204
Aboriginal Aerospace Employment Initiative (Aboriginal Aerospace Initiative, Inc.)	MB	Aviation Aerospace	880	200
Manitoba First Nations Information Communications Technologies Training Initiative, Inc. (Manitoba First Nations Information Communications Technologies Training Initiative, Inc.)	MB	Information Communication Technology	170	32
MAATS (Matachewan's Aboriginal Access to Mining Jobs Training Strategy Inc)	ON	Mining	363	127
MAATS (Matachewan's Aboriginal Access to Mining Jobs Training Strategy Inc.)	ON	Mining	299	78
Sibi Employment and Training Board (Sibi Employment and Training Board)	ON	Hydro Construction	1,147	401
Two Feathers Forest Products Training Initiative (Wabigoon Lake Training and Employment Corporation)	ON	Forestry	337	98
UA Local 67/Niagara Peninsula Aboriginal Area Management Board School of Welding and Technology Inc. (Pipe Dreams Brantford Inc.)	ON	Skilled Trades	87	42
Whitefeather Forest Training Initiative (Whitefeather Forest Aboriginal Skills and Employment Partnerships Corporation)	ON	Mining Tourism Forestry	230	44
An'onwentsa (Corporation Anionwentsaen)	QC	Tourism	424	196
Création d'un centre de formation professionnelle autochtone pour les métiers de la construction et les métiers connexes (Consortium pour la Formation des Autochthones en Construction au Quebec)	QC	Construction	566	80

ASEP project	Province/ Territory	Sector	Clients served	Clients employed
Cree Jobs Partnership (Cree Jobs Partnership)	QC	Construction Transportation	453	330
Raglan Phase 2 Project (Phase 2 Raglan/Tamatumani)	QC	Mining	764	510
Aboriginal Workforce Development of NB (Aboriginal Workforce Development NB Inc.)	NB	Energy Construction Manufacturing	249	105
Seven Generations (Mi'kmaq Seven Generations Society)	NS	Tourism Construction	257	113
Unama'ki Partnership for Prosperity (2007) (Unama'ki Partnership for Prosperity Association)	NS	Commercial Construction	298	89
Unama'ki Partnership for Prosperity (Unama'ki Partnership for Prosperity Association)	NS	Commercial Construction	203	60
Labrador Aboriginal Training Partnership (Labrador Aboriginal Training Partnership)	NL	Hydro Construction	1,017	298
Partnership, People, Production: Get Into It (Yukon Mine Training Association)	YK	Mining	1,142	531
Building on Success: New Directions for Mine Training in the Northwest Territories (Mine Training Society)	NT	Mining	975	280
Our People, Our Future (Dehcho First Nations Future Society)	NT	Oil & Gas/ Construction	515	214
Our Resources, Our People (Building Inuvialuit Potential)	NT	Construction Marine Transportation	880	447
Job Ready Training and Preparatory Training for Kivalliq Residents (Kivalliq Mine Training Society)	NU	Mining	810	309
Training for Nunavut's Developing Fishing Industry (Nunavut Fisheries Training Consortium)	NU	Fishery	526	186
Caring for the Land: Contaminated Sites Reclamation Training and Employment Project (Contaminates Remediation Training Organization of Canada)	NT/YK/NU	Environmental	1,192	482

Useful links

ASEP Evaluations
http://www.hrsdc.gc.ca/eng/publications_resources/evaluation/index.shtml

"Labour and Skills Shortages in Canada: Addressing Current and Future Challenges" (House of Commons)
http://www.parl.gc.ca/content/hoc/Committee/411/HUMA/Reports/RP5937523/humarp09/humarp09-e.pdf

"Building Authentic Partnerships: Aboriginal Participation in Major Resource Development Opportunities" (Canada's Public Policy Forum)
http://www.ppforum.ca/sites/default/files/Aboriginal%20Participation%20in%20Major%20Resource%20Development_ENG_3.pdf

"The Future of Mining in Canada's North" (Conference Board of Canada)
http://www.conferenceboard.ca/temp/a9aa769d-63df-444b-9d31-a0f0a2099a7a/13-201_futureofmining_cfn.pdf

"Canada's Skills Crisis: What We Heard. A Canadian Chamber of Commerce Report on Cross-Country Consultations in 2012." (Canadian Chamber of Commerce)
http://www.chamber.ca/images/uploads/Reports/2012/120923Skills.pdf

Data guide

This section contains a description of the data sources used in the ALMB as well as a review of limitations and guidelines for interpretation.

Labour Force Survey (LFS)

The LFS is a monthly household survey from Statistics Canada. It divides the Canadian population 15 years of age and older into three distinct groups—unemployed, employed, and out of the labour force (those who are not employed and not actively looking for employment)—and provides information about the Canadian labour market.

In the context of the ALMB, the LFS is useful because it is the only survey that provides monthly labour force information about and for Aboriginal people. However, it has limitations for the analysis of Aboriginal labour market outcomes:

- The LFS sample does not include people living in First Nation communities (on-reserve) and Aboriginal settlements.
- Data collected in Yukon, Northwest Territories, and Nunavut use a different methodology and are excluded from national estimates. However, the sample from the territories includes both Aboriginal and non-Aboriginal communities.
- Small sample sizes of Aboriginal peoples limit the extent to which outcomes can be broken down for smaller groups (e.g., by skill level) or regions below the provincial level. This ensures estimates are reliable and that individual and family privacy are respected.
- Aboriginal data from the LFS are not seasonally adjusted (see **Glossary**), which makes it difficult to assess changes over short periods of time.

Identification of the Aboriginal population

Aboriginal identity is determined when respondents identify with at least one Aboriginal group, for example, North American Indian, Métis, or Inuit. It is similar to the Census concept of Aboriginal identity[1].

Coverage and scope

Given the limitations regarding the territories and reserves, analyses of Aboriginal labour market outcomes pertain to *Aboriginal peoples living off-reserve in the ten provinces* only.

Characteristics of the Aboriginal population described in the ALMB may differ from other publications, in particular those based on the Census of Population or the Aboriginal Peoples Survey, which include broader coverage of the Aboriginal population.

LFS - useful links & references

- Labour Force Survey
- Aboriginal People and the Labour Market

Census of Canada/National Household Survey

The *Census of Canada* is a detailed enumeration of the population of Canada. The Census occurs every five years. Results from Census 2011 are being published throughout 2012. Canada's population totalled 33,476,690 in 2011.

Aboriginal data are not available in the 2011 Census. However, the voluntary 2011 *National Household Survey* (NHS) provides some information about Aboriginal peoples.

Census/NHS - useful links & references

- Census of Canada
- National Household Survey 2011
- Aboriginal Peoples in Canada in 2011
- Aboriginal Population Profiles, 2006 Census

[1] Note that this is different from the concept of *Aboriginal ancestry* also used in the Census.

Glossary

Economic region: LFS economic regions (ERs) are established in consultation with the provinces. The regions generally correspond to regions used by the province for administrative and statistical purposes, as well as by Statistics Canada. For further information and maps, see the *Labour Force Survey–target population*.

Employment: Employed persons are those who, during the LFS reference week:

1) did any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. It also includes unpaid family work; or
2) had a job but were not at work due to factors such as own illness or disability, personal or family responsibilities, vacation, labour dispute, or other reasons (excluding persons on layoff, between casual jobs, and those with a job to start at a future date).

Employment growth: Refers to additional employment positions that did not exist in the previous year.

Employment rate (employment/population ratio): Number of employed persons expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (age, sex, marital status, province, etc.) is the number employed in that group expressed as a percentage of the population for that group.

GDP/gross domestic product: The market value of all final goods and services produced within a country in a given period of time.

Goods-producing industries (or goods sector, or goods industries) include agriculture; forestry, fishing, mining, and oil & gas extraction; utilities (electric power, gas and water); construction; and manufacturing.

Industry: General nature of the business carried out in the establishment where the person worked (main job only), based on the 2002 North American Industry Classification System (NAICS 2002).

Job vacancy / vacant position: A position is considered "vacant" if it meets three conditions: a specific position exists, work could start within 30 days, and the employer is actively seeking employees from outside the organization to fill the position.

Labour force: Civilian, non-institutional population 15 years of age and over who, during the LFS reference week, were employed or unemployed.

Median: The numerical value that separates the higher half of a sample, population, or distribution, from the lower half.

Not in the labour force: Persons not in the labour force are those who, during the LFS reference week, were unwilling or unable to offer or supply labour services under conditions existing in their labour markets, that is, they were neither employed nor unemployed.

Occupation: Refers to the kind of work persons were doing during the LFS reference week. For those not currently employed, information is collected for the most recent job held within the previous year. Occupational classification is based on the 2001 National Occupational Classification for Statistics (NOC-S 2001).

Participation rate: Total labour force expressed as a percentage of the population aged 15 years and over. The participation rate for a particular group (e.g., women aged 25 years and over) is the labour force in that group expressed as a percentage of the population for that group.

Population: The target population covered by the LFS corresponds to all persons aged 15 years and over residing in the provinces of Canada, with the exception of: persons living on Indian reserves, full-time members of the regular Armed Forces, and persons living in institutions (for example, inmates of penal institutions and patients in hospitals or nursing homes who have resided in the institution for more than six months).

Reference week: The entire calendar week (from Sunday to Saturday) covered by the LFS each month. It is usually the week containing the 15th day of the month.

Replacement demand: Job openings arising from the turnover in existing jobs when people leave the labour market permanently or temporarily. Examples include people who retire and those who temporarily leave their jobs to look after children.

Seasonal adjustment: A seasonally adjusted series is one from which seasonal movements have been eliminated. Seasonal movements are caused by regular annual events such as climate, holidays, vacation periods, and cycles related to crops, production, and retail sales associated with Christmas and Easter. Seasonal adjustment is a complex process used to remove these variations.

Self-employment: Working owners of an incorporated business, farm, or professional practice, or working owners of an unincorporated business, farm, or professional practice. The latter group also includes self-employed workers who do not own a business (such as babysitters and newspaper carriers). Self-employed workers are further subdivided by those with or without paid help.

Service-producing industries (or service sector or service industries) include trade; transportation and warehousing; finance, insurance, real estate and leasing; professional, scientific and technical services; business, building and other support services; educational services; health care and social assistance; information, culture and recreation; accommodation and food services; other services; and public administration.

Three-month moving average: Moving averages are used to smooth out short-term fluctuations caused by relatively small sample sizes. This statistical process triples the sample sizes and improves the reliability of estimates. For example, 3MMA data for January would be based on an average of the data from November, December, and January.

Type of work: Full-time or part-time work schedule. Full-time employment consists of persons who usually work 30 hours or more per week at their main or only job. Part-time employment consists of persons who usually work less than 30 hours per week at their main or only job. This information is available for those currently employed or who last worked within the previous year.

Unemployment: Unemployed persons are those who, during LFS reference week:

1) were on temporary layoff during the reference week with an expectation of recall and were available for work, or
2) were without work, had looked for work in the past four weeks, and were available for work, or
3) had a new job to start within four weeks from reference week, and were available for work.

Unemployment rate: Number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (for example, age, sex, marital status) is the number unemployed in that group expressed as a percentage of the labour force for that group.

Unemployment-to-job vacancy (UV) ratio: The ratio of unemployed people who last worked within the previous 12 months to job vacancies. The lower the ratio, the more favourable the labour market situation and vice versa. For the UV ratio by sector, the sector in which the unemployed person last worked is used. This does not imply that they continued to look for work in that sector.

For additional terms and further elaboration, please see Statistics Canada (2011) Guide to the Labour Force Survey.